

**Agenda  
Permanent Board  
17 February 2018**

Welcome

Opening Worship (0930)  
Cuba Minute

Roll Call  
Minutes: 23 September 2017  
Minutes: 18 November 2017

Report: Secretary

Archives and Historical Records

Faith in Action Committee  
Fund for Sufferings

Friends Camp: Budget Alignment  
Personnel Committee: IRCA Minute

Long-Term Financial Planning Committee  
Report: Development Committee  
Report: Treasurer

Challenging White Supremacy Working Group  
Reparations Working Group  
Legacy Gift Committee  
Social Media

Report: Clerks Nominating Committee  
Report: Internal Nominating Committee

Informational Reports:  
    Friends Camp: Director's Winter Report  
    Ministry: Callid Keefe-Perry  
    Ministry: Kristina Keefe-Perry

*Presiding Clerk Report to Permanent Board  
February 2018*

Dear Friends,

I am unable to join you for this meeting of the Permanent Board. As you are meeting in Concord, I will be at the annual sessions of Cuba Yearly Meeting in Gibara. One of the items being considered at the CYM sessions is a proposal for a joint minute (Una Propuesta para una Minuta Unida) from CYM and NEYM addressing the current situation that prevents representatives from Cuba Yearly Meeting to travel to and attend New England Yearly Meeting. This minute, in English and Spanish, is in the advance documents for Permanent Board to consider. The US State Department has not been approving the single entry visas that are necessary for the representatives from Cuba Yearly Meeting to enter the country to attend NEYM sessions. The last named representative from CYM to our sessions who was approved to travel by our government was Kirenia Criado in 2015. Currently, the state department is not even accepting applications for the representatives named by Cuba to attend the 2018 sessions.

Noah and I considered authorizing my signature on this minute as a time-sensitive public statement. However, the request is for a joint minute from both NEYM and CYM. My hope is that Permanent Board will be clear to endorse the joint minute on behalf of NEYM allowing me to sign with Odalys Cruz, presiding clerk of CYM while I am in Gibara. The 27-year history of our bridge of love with Cuba Yearly Meeting clearly supports this minute. I anticipate it will also be brought to our annual sessions in August to inform the body of the situation and to see if there are additional actions the YM might take. We already are working closely with Senator Leahy's office and are petitioning the State Department on the behalf of the Cuban Representatives named for 2018.

I am visiting Cuba with a delegation of five from New England. We will visit Havana Meeting, and attend the Annual Meeting. Three will then travel to Puerto Padre meeting to celebrate their reacquisition of the Quaker School in Puerto Padre and the work to create a new community center there. Our presence at their annual sessions feels especially important this year.

Coordinating and Advisory Committee has met monthly since the Permanent Board Meeting in November. We have continued to support the triennial review of the purpose, procedure and composition for five committees that did not complete this task last year. We have drafted a proposed charge for a committee to support witness among Friends in NEYM as directed by sessions when the P&SC committee was laid down. This draft proposal for a *Faith in Action Committee* has been forwarded to Permanent Board to consider at the February meeting, and, if approved, will be brought to sessions this summer.

My observation is that there have been few requests to C&A from YM committees for assistance or support this year. I think the work done over the past year on clarifying committee purposes and considering what resources and connections needed to be in place for Committees to do their work has been helpful.

C&A also continues to support the on-going conversation with Quarterly Meeting leadership focused on strengthening the quarterly meetings. I am hoping that the conversation about the role of quarters and how the various quarters are filling this role is moving to the local level. I am aware of this conversation beginning at 5 of the 8 quarters.

C&A has endorsed a consultation on supporting the young adult friends in New England, and one for the Youth Ministries of the Yearly Meeting. C&A is also responsible for supporting and supervising the Secretary. We supported Noah in traveling in Ministry to Bolivia in January. The February edition of the NEYM newsletter includes Noah's reflections on this experience.

One of the essential purposes of C&A is to support the individuals serving the YM as presiding clerk, clerk of Permanent Board, clerk of Ministry and Counsel and Treasurer. I find this mutual support and encouragement very helpful. I look forward to each of our meetings.

There have been no public statements endorsed by the secretary and me for the Yearly Meeting since we met in November.

In 2014, the Yearly Meeting endorsed continuing for five years the temporary policy that supported some withholding of funds by individuals to NEYM due to concerns about the Friends United Meeting personal policy. The temporary policy will be brought back to annual sessions in 2019 with hope that there is more clarity. I have begun thinking and preparing for this conversation.

In November I reported on the theme chosen for the 2018 annual sessions and attributed it to a passage from William Penn. After that report I learned that the phrase we have chosen "**In fear and trembling be bold in God's service**" is not actually in the passage from William Penn that we cited. Yet each of us at the Sessions Committee meeting in September heard the passage with this phrase included. I think we were given this theme.

All of the individuals we have invited for the Plenary Panel and for the Bible half hour speakers have accepted the invitation. The clerks of the Yearly Meeting have had our initial review of the agenda we anticipate for business sessions. The agenda is again full. The February edition of the NEYM newsletter includes the first announcement of sessions and details about the speakers.

The report is not complete if I don't also share the experience of being carried by God's endless and transforming love that I continue to encounter almost daily in my service as clerk. I hope you hear in this report a little bit of how God is with us in this new year.

Love

Fritz Weiss  
Presiding clerk

## Una Propuesta para una Minuta Unida

**Del Puente de Amor** entre la JA de N<sup>a</sup> Inglaterra y la JA de Cuba de la Sociedad Religiosa de Los Amigos (Cuáqueros)

Borrador de dpsh y Kirenía Criado Pérez  
2017 XII 07

**Manifestamos** ante el Mundo y los gobiernos de los EE.UU. de América y de la República de Cuba

Que la Mancomunidad de la Paz de Dios, el Reino del Señor, que une a los cristianos y cristianas de nuestra denominación, trasciende las fronteras de gobiernos nacionales y nos une en nexos de solidaridad y amor, en respeto para nuestras dos patrias y en ministerio para la paz y la justicia y la unidad entre nuestros pueblos, pasando más allá de diferencias políticas y divisiones partidarias;

Por experiencia hallamos confirmada la Fe cuáquera de que hay “aquello de Dios en toda persona” por mociones del Espíritu Santo y el amor que nos vinculan cuando las y los ciudadanos de una de nuestras patrias visitan a los de la otra;

Por estos motivos y otros, el Espíritu de la Verdad nos insta a

- ❖ Apoyar las relaciones plenas y equitativas entre nuestros países, tanto diplomáticas y comerciales como socio-culturales;
- ❖ Insistir que la Libertad de culto y de religión incluye nuestro ministerio viajero, los ministerios sociales y de justicia, tanto como la adoración en casas de culto: la fe y prácticas cuáqueras no son limitadas a la oración o a ciertos lugares y tiempos, sino son un compromiso de todo el tiempo;

## Proposal for a Joint Minute

**From the “Puente de Amor”** between New England YM and Cuba YM of the Religious Society of Friends (Quakers)

Draft by dpsh y Kirenía Criado-Pérez 2017  
XII 07

**We witness** to the World and to the governments of the US of America and the Republic of Cuba

That the Commonwealth of God’s Peace, or the Lord’s Kingdom, which unites Christians in our denomination, transcends national boundaries and unites us in bonds of solidarity and love, respect for both of our countries, and ministry for peace, justice and unity of our peoples, overcoming political differences and partisan divisions;

It is our experience that the Quaker Faith in “that of God in every person” is confirmed by the motions of the Holy Spirit and the love we have found in visits by citizens of one nation with those of the other;

For these reasons and others, we are guided by the Spirit of Truth to

- ❖ Support full, equitable relationships between our two nations– diplomatic, commercial and social-cultural;
- ❖ Insist that Freedom of worship and religion includes our traveling ministries, social and justice ministries as well as worship in meetinghouses; Quaker faith and practice is not limited to prayer or to certain times and places but is our full-time occupation;

Promover las relaciones pacíficas entre ciudadanos, animándolos a las relaciones pacíficas y el intercambio de naturaleza religiosa, cultural e informacional, lo cual beneficia a todo el mundo.



**Por lo mismo nos unimos** en protestar las acciones de la administración del gobierno de los EE.UU. que desbaratan los acuerdos y los procedimientos que han mejorado la interacción entre los cubanos y los norteamericanos. Seguiremos actuando para mantener la intervisitación religiosa que ha formado nuestro Puente de Amor; insistiremos en la aprobación con respecto a las solicitudes de visa para los Amigos Cubanos que viajan en el ministerio con los Amigos de Nueva Inglaterra.

Desafiamos por infracción de nuestro derecho a religión cualquier decisión que impida el viajar en el ministerio de los cuáqueros.

Nos uniremos en una cadena de oración para pedir ayuda divina por esta petición y haremos saber a los legisladores y a los administradores de la ley nuestra legítima preocupación

Suscrito a nombre de Los Amigos de la Junta Anual de la Iglesia de Los Amigos (Cuáqueros) de Cuba en su asamblea anual de 2018 II, por

Odalys Hernández, presidente



Promote peaceful relationships among citizens, encouraging peaceful international relations and exchanges of religious, cultural and informational nature, which benefit the whole world;



**Therefore we unite** in protesting actions by the administration of the US Government, which break down accords and procedures for improved interaction between Cubans, and US Americans. We will act to continue the religious intervisitation that has built our Bridge of Love and insist on respectful consideration of visa applications from Cuban Friends coming to minister to New England Friends.

We will challenge as infringement of our right to freedom of religion all actions that block travel by Quaker ministers.

We will unite in a chain of prayer to ask Divine Assistance for this petition and we will communicate with legislators and administrators our legitimate concerns.

Signed in and for New England Yearly Meeting of Friends (Quakers) and the Puente de Amor program by

/ nn, clerk

DRAFT MINUTES Permanent Board 23 September 2017

Christopher McCandless and Charles Simpson (Burlington Monthly Meeting Co-clerk) welcomed Friends to Burlington Monthly Meeting.

**17-56 Opening Worship.** Friends gathered in worship with members of the Ministry and Counsel Committee, experiencing beautiful but warm weather shortly after the fall equinox..

### **Joint Session with Ministry & Counsel**

#### **17-57 Roll Call:**

Present: Sarah Gant, Clerk; Becky Steele, Recording Clerk; Travis Belcher, Deana Chase, Susan Davies, Jeremiah Dickinson, Darcy Drayton, Christopher Gant, Ben Guaraldi, Christopher McCandless, Jean McCandless, Gina Nortonsmith, Anna Radocchia, Sara Smith, Phil Stone, Bill Walkauskas, Donn Weinholtz

Ex Officio: Noah Merrill (YM Secretary), Jackie Stillwell (Former Presiding Clerk), Shearman Taber (Treasurer), Fritz Weiss (Presiding Clerk)

Regrets: Kimberly Allen, Hannah Zwirner Forsythe, Galen Hamann, Ian Harrington, Leanna Kantt, Rebecca Leuchak, Carole Rein, Elizabeth Reuthe (YM Secretary Supervisor), Elias Sanchez-Eppler (Clerk, Finance Committee), Rosemary Zimmerman, Mary Zwirner

Absent: Tom Jackson, Elizabeth Szatkowski

Members of Ministry and Counsel included M&C Clerk Honor Woodrow and Recording Clerk, Brian Drayton; Marian Baker, Beth Collea, Cliff Harrison, Jnana Hodson, Janet Hough, Callid Keefe-Perry, Meg Klepack, Hugh MacArthur, Jay O'Hara, Cornelia Parkes, LVM Shelton, J.J. Smith, Paul Spence, Sarah Spencer, Susan Vargo, Carl Williams

Guests: Charles Simpson (Co-Clerk Burlington Monthly Meeting), Ken Stockbridge (Presiding Clerk, Baltimore Yearly Meeting), Kathleen Wooten

**17-58      Presiding Clerk Report:** Expanding on his [written report](#), the Clerk announced the theme for Sessions 2018, based on a quote from Penn's *Fruits of Solitude*: "It is as great Presumption to send our Passions upon God's Errands, as it is to palliate them with God's Name." The Presiding Clerk noted that we act with fear and trembling, bold in God's service. Centering around a quote from William Penn also gives Friends a chance to pay attention to our past (and ongoing) colonization.

The Presiding Clerk invited Friends to take time to stop and celebrate. He has been reading Wendell Berry's volume of sabbath poems, *This Day*, realizing that the gate into the forest is narrow, so to enter it we must lay our burdens down.

Joyful news -- New England Friends are engaging with the larger church. The Clerk met with the Maine Council of Churches and heard how important Friends have been to its efforts. Also, a representative to Sessions from the Massachusetts Council of Churches told the Clerk that he found us to be exciting and alive in the Spirit of Christ.

**17-59      YM Secretary Report:** In the immediate aftermath after the white supremacy march in Charlottesville, the Secretary felt clear he needed to be in the streets, saying "no." He prepared a letter from NEYM acknowledging how Charlottesville was a mirror to us all. He joined other clergy to be a visible presence at a Boston march called to protest the hatred in Charlottesville. The clergy used a smartphone app called "Signal" to stay in touch, naming their group "Emmanuel" (God with Us). That name was beautiful to the Secretary, because it captured the intimacy of God being present at the march. The Secretary affirmed the leadership of people of color who were leading the march. He saw his job not to tell the story, but to be present and witnessing. The Secretary extended a hope and an invitation for us to stay present to Emmanuel as we carry forth our work, in recognition of the divine in each other, and also to feel a presence among us greater than the sum of our egos.

The Secretary also shared reflections on his [written report](#): We are in the midst of a time of renewal for Friends. He sees stirrings of life and hope, people stepping more fully into service and ministry. This is an existential generation for Friends. The decisions we make now will make a difference in whether there will be a thriving, relevant, living Society of Friends twenty

years from now. For the Quaker movement to grow and thrive, we must enliven existing meetings and start new ones. The Secretary encouraged Friends not to let fears of scarcity, or fears of “evangelical fervor,” stop us from growing new opportunities for folks to know about and come to Friends.

The Secretary also noted that we have vital work to do to encouraging and supporting those who are acting on our behalf in the world. Gifts of ministry are given not for the aggrandizement of individual Friends but are necessary for us as a whole. We must engage our tradition and see how it moves forth in fresh ways. Ours is a living faith that we can carry more faithfully in the world. The Secretary encouraged us to step more fully into boldness and into leadership, working together.

Finally, the Secretary noted our greatest challenge is what we’re called to believe: that there is light of God in everyone, even white supremacists. That’s hard. Friends must be visible in demonstrating love not just to those who look like us, but also those who are not like us.

**17-60 Ad Hoc PB/M&C Travel Minutes Working Group.** Janet Hough presented the work of the group, which also includes Carl Williams, Christopher McCandless and Karen Sanchez-Eppler.

Friends expressed appreciation for the group’s hard work. Accepting the [report](#) with gratitude, Friends **approved** laying down the working group, and also **approved** the following minute:

**1. Responsibilities of Permanent Board:**

- Permanent Board is responsible for endorsing travel minutes on behalf of New England Yearly Meeting for travel outside the yearly meeting, when clear to do so. (Endorsement is not automatic.)
- After endorsing a travel minute, the clerk of Permanent Board returns the signed travel minute to the traveler. Travelers should report back after completion of their travel (for a specific visit/event) or annually (for open-ended or ongoing travel). Written reports should be sent to Permanent Board, copied to Ministry and Counsel, and should include impressions and learnings from their travels, along with copies of any endorsements made by the meetings they visited. (This reporting is in addition to reports Friends make to their MM and quarterly meeting.)



Although written reports are generally sufficient, in addition, a person may feel called to request time on the agenda to report in person to Permanent Board or Ministry and Counsel, or the clerk of Permanent Board or Ministry and Counsel may request an in-person report.

- PB sends a copy of the endorsed travel minute to the clerk of Ministry and Counsel for tracking and follow-up.

## **2. Responsibilities of Ministry & Counsel:**

- Ministry and Counsel is responsible for tracking the endorsed travel minutes on behalf of NEYM. As part of this work, Ministry and Counsel will support monthly meetings in their care of each traveler, including, if helpful, naming someone to follow-up with and help shepherd each traveler.
- Ministry and Counsel “shepherding” may include holding the travelers and their ministries and concerns in the light, checking in with the persons holding the travel minute, and requesting and reading reports on the traveling ministry. Shepherds should remind traveling ministers to report annually and/or at the end of the concern both to Ministry and Counsel, and to Permanent Board. Where appropriate, they may check with the monthly meeting care/support committee and/or yearly meeting committee associated with the travel.
- Note: The shepherding outlined above is in addition to, *and supportive of*, the regular, primary care provided to Friends with travel minutes by their monthly meetings and care/support committees.

Following lunch, members of Permanent Board reconvened as members of Ministry and Counsel went to their separate meeting.

**17-61 Memorial Minutes** Friends held in memory Friends Jean V. Blickensderfer, Joyce Kay Wilson

**17-62 Minutes:** Friends **approved** minutes from the PB meetings of August 5 and August 10, 2017.

**17-63 PB Purposes, Procedures and Composition:** To begin this new year of work together, the Clerk called our attention to the revised Purposes, Procedures and Composition of Permanent Board as approved at Sessions 2017.

**17-64 Treasurer Report.** The state of finances as we near the end of the fiscal year is uncertain. We should slightly exceed the \$142,000 budgeted for income. Individual contributions appear likely to meet the “stretch” goal of \$182,000. Monthly meeting contributions are down, and Finance Committee members are reaching out to meetings.

**17-65 Friends Camp Budget (Revised).** At the request of the Friends Camp Director, the YM Secretary presented a [revised draft budget](#) (which was approved by the Friends Camp Committee August 22, 2017. Friends **approved** the revised budget. The Friends Camp Director and YM Secretary, together with the treasurers for the camp and the yearly meeting, are working on streamlining the process for preparing camp budgets

**17-66 Development.** As we near the final week of the fiscal year, it appears we will meet the \$20,000 goal of new or increased giving, triggering a matching challenge gift. The committee will follow up with “Last Year But Not This Year (LYBNT)” donors to hit the stretch goal.

For the next fiscal year, the committee will work on creating a culture of pledging, for more predictability in income. It is sending e-mail solicitations to targeted groups of Friends, such as Permanent Board members and members of yearly meeting committees, as well as Young Friends. Chris Gant, the committee clerk, shared a heartening story of a Young Friend who responded to the appeal by quadrupling her contribution, saying, “this is my faith community.”

The committee held a fall retreat with Jennie Isbell Shinn, looking at the spirituality of fundraising. They worked on articulating a vision of what NEYM offers, inspiring giving.

The clerk reported that a small task force is working on outreach to monthly meetings. In addition, the YM Secretary, Development Committee clerk and Jennie Shinn attended a conference in Lancaster, PA sponsored by Everence, a Mennonite financial services firm. They examined issues and challenges surrounding money and considered other ways to encourage gifts, such as planned giving, or even NEYM credit cards.

The clerk concluded his report by saying, “If you don’t ask you don’t get.” He asked Friends, “Are you moved to give?”

**17-67      Ad hoc Challenging White Supremacy Working Group:**

Susan Davies, clerk of the working group, reported on the group's work. She thanked members who worked on this issue last year, and was happy that others joined the group after 2017 Sessions. The clerk expressed her sense of unworthiness, realizing this is her "growing edge." Recognizing that we can't see without the help of others, she felt the urgency of the call of Ruby Sayles: "Are you with me, my people?" The clerk expressed how fully, humbly, desperately we need to answer that call and be present to each other.

The clerk acknowledged the need to remain mindful of the work of other Friends, including those on the Racial, Social and Economic Justice (RSEJ) Committee. She also reminded Friends that we all need to be part of this work and cannot leave it to others. The Presiding Clerk has released Lisa Graustein, with oversight, to convene RSEJ, CWS, and other groups for an October 14 gathering to further engage the racial justice work going forward throughout yearly meeting. Part of the task is to reach out to Friends of Color to learn from their experience, and to provide monthly meetings with tools, some of which are already developed, to do this work. The clerk noted that the work is tender, and not everyone comes to it from the same place.

**17-68      Ad hoc Reparations Working Group:** Permanent Board Clerk Sarah Gant reported on the complex nature of the group's task, exploring possible corporate action on issues including white supremacy and reparations. The group must balance the need for education and soulful examination, while not losing track of possible concrete steps for action. There are many issues to parse out and untangle.

Leslie Manning has agreed to clerk the ad hoc working group. The plan is to identify committee members and bring a concrete charge, with actionable steps for Permanent Board's consideration at its November meeting.

**17-69      Proposal: Quaker Network to End Mass Incarceration**

**(QNEM):** Phil Stone reported that the group met at Sessions following a movie on mass incarceration. AFSC promised the help of a staff person, but is now facing budget difficulties. There was a very successful conference at Pendle Hill with Michelle Alexander. Phil referred Friends to his [written report](#). A website has been set up for the Network at [www.qnemi.org](http://www.qnemi.org).

Phil hopes that NEYM might provide institutional support for this effort. He has reached out to the RSEJ Committee, but has not heard back.

Friends discussed the concept. Friends recognized that after Sessions laid down the Peace and Social Concerns Committee, C&A was tasked with exploring ways to support Friends' social witness, but there is not yet an organizational structure in place to handle requests such as this. Friends noted that this is not the first time NEYM has been asked to provide support for Friends' social witness and other Quaker concerns, especially in connection with organizations outside the yearly meeting structure. This is a worthy issue, but there are many factors to consider, such as the burden on staff and NEYM resources, as well as seasoning organizational concerns (such as why AFSC laid down its support).

Friends were united in desiring to explore further how to support Friends' social witness. Friends interested in helping to discern a way forward were invited to give their names to the Permanent Board Clerk.

**17-70 Purposes, Procedures and Composition: Clerks Nominating Committee and YM Nominating Committee.** Friends **approved** the Purposes, Procedures and Composition for the Clerks' Nominating Committee and the Yearly Meeting Nominating Committees, with the additional edit that the Nominating Committee is tasked with finding a support committee for the Presiding Clerk.

**17-71 Internal Nominating Committee:** Friends **approved** the following nominations:

- Delaney Bennett as Clerk of the Personnel Committee (2020)
- Sarah Gant, Permanent Board Clerk (2019)
- Allen Kohrman to Internal Nominating (2020)
- Rachel Walker-Cogbill to the Clerk's Nominating Committee (class of 2019)

**17-72 YM Nominating Committee:** Friends **approved** the following nominations:

- Peter Colby (Framingham) to Sessions Committee-at large (2020)
- Melissa Foster (Framingham) to AFSC Corporation (2020)

- Sarah Gerould (Fresh Pond) to Earthcare Ministries of NEYM (2020)
- Elizabeth (Betsy) Kantt (Fresh Pond) to Permanent Board (2022)
- Rebecca Leuchak (Providence) to FCNL General Committee (2019)
- Fran Lightsom (West Falmouth) to Earthcare Ministries of NEYM (class of 2020)
- Peter Nutting (Vassalboro) to NEYM FGC Committee (2020)
- Charles Simpson (Burlington) to AFSC Corporation (2019)

**17-73 Friends Camp Nominating Committee:** Friends **approved** the nomination of Beno Chapman to the Friends Camp Committee (Class of 2020).

## **17-74 Announcements**

### **Informational Reports**

- Meeting Visits by Quarter (Draft)
- Friends Camp Summer Report 2017

Permanent Board 11/18/2017  
Westerly Monthly Meeting

**17-75: Worship**

The meeting opened with a period of waiting worship.

**17-76: Welcome.**

We received the welcome of Westerly Friends Meeting with gratitude. Edward Baker had long hoped Permanent Board might meet at Westerly. As we gathered into worship together, we deeply felt his loving invitation to us.

**17-77: Roll Call** □

The clerk called the roll.

Present: Sarah Gant (Clerk), Rosemary Zimmermann (Interim Recording Clerk); Travis Belcher, Deana Chase, Susan Davies, Jeremiah Dickinson, Darcy Drayton, Hannah Zwirner Forsythe, Christopher Gant, Ian Harrington, Christopher McCandless, Jean McCandless, Gina Nortonsmith, Carole Rein, Sara Smith, Phil Stone, William Walkauskas, Donn Weinholtz, Mary Zwirner

Ex Officio: Noah Merrill (Secretary), Bob Murray (Finance Committee Clerk), Elizabeth Reuthe (Secretary Supervisor), Jackie Stillwell (Past Presiding Clerk), Shearman Taber (Treasurer), Fritz Weiss (Presiding Clerk)

Guests: Brian Drayton, Beth Hansen, Kurt Hansen, Tom Morton, Iris Morton, Kathleen Wooten

Regrets: Ben Guaraldi, Galen Hamann, Leanna Kantt, Rebecca Leuchak, Anna Radocchia, Becky Steele

Not Present: Kimberly Allen, Tom Jackson, Elizabeth Szatkowski

**17-78: Presiding Clerk's Report**

The Presiding Clerk gave his verbal report; his [written report](#) is attached.

**17-79: Coordinating and Advisory**

The Presiding Clerk shared concerns he has heard about the role of C&A. A perception exists that C&A has overreached its scope and is beginning to function as an executive committee. He does not believe that this perception is accurate and believes it to be unhealthy. He asked for guidance from Permanent Board on the role of Coordinating and Advisory.

Friends broadly agreed that C&A has become both more visible and more active. C&A has certainly responded to pressure that Friends react more nimbly to a changing world. Perhaps this has led to the perception that C&A has become “executive.”

While some friends do find the changing dynamics of C&A unsettling, others find them both welcome and necessary.

The Presiding Clerk welcomes continued feedback and discussion on this matter.

### **17-79.1: Moses Brown School Bylaws**

Noting that Sessions has already approved this exact language as the charge for the “Committee on Nurturing Friends Education at Moses Brown School,” we heard proposed changes to Article 4.4 of the Moses Brown Bylaws as follows:

There shall be a Committee on Nurturing Friends Education at Moses Brown School. The purpose of this committee is to strengthen the Friends faith and practice of Moses Brown School. The work of this committee shall be concerned with nurturing the spiritual base of the school, fostering strong relationships between New England Yearly Meeting of Friends and Moses Brown School, helping the School explore and deepen its Quaker values and best practices in Friends Education, and such other matters as this committee and New England Yearly Meeting of Friends shall agree upon from time to time. The committee will consider concrete ways that it can support and share the developments in Friends education at Moses Brown School. The committee will support the school’s work to identify children of Quaker families and encourage them to apply. The committee will support the school’s efforts to ensure that current Moses Brown families, faculty, and staff, who are drawn to the Quaker aspect of the school, are given opportunities to deepen their connections to Friends faith and practice. The committee will support the Head of School in stewarding the School’s membership renewal process for the Friends Council on Education.

This committee will work with the Providence Friends Meeting Liaison and the Friends Coordinator to steward the process for nominating Friends to this committee, for approval by the New England Yearly Meeting Permanent Board; and will take a lead role in creating and vetting a list of Friends for potential service on the Board, and presenting that pool of potential members to the New England Yearly Meeting Permanent Board and the Nominating Committee for approval in accordance with Article II, Section 4.

This committee shall be the joint responsibility of the Board and New England Yearly Meeting. The committee will maintain an equal number of members appointed by New England Yearly Meeting and the Board of Moses Brown School, respectively. There will be at least 12 regularly appointed members and two *ex-officio* members. At least six

members will be nominated by this committee and appointed by the New England Yearly Meeting Permanent Board for staggered three-year terms not to exceed six consecutive years for any member, and one *ex-officio* position filled by either the Clerk of New England Yearly Meeting or the Clerk of the New England Yearly Meeting Permanent Board. At least six members will be appointed by the Board, no fewer of two of whom shall be current Board members, for staggered three-year terms not to exceed six consecutive years for any member, and will include the Head of School and the Director of Friends Education, with one *ex-officio* position filled by the Clerk of the Board. The Clerk of this committee shall be nominated by its members, working with the Providence Friends Meeting liaison and the Friends Coordinator, with the final approval by the New England Yearly Meeting Permanent Board. This committee shall meet at least five times per year.

The Permanent Board approved.

We then heard proposed changes to Article 4.3 of the Moses Brown Bylaws, as follows:

“There shall be a Nominating Committee of the Board. The members of the Nominating Committee, all of whom shall be current or former Board members and a majority of whom shall be Board members, shall be nominated by the Head of School, the Clerk of the Board, and the Friends Coordinator, and approved by the Board. At least two members of the Nominating Committee shall be Friends, one of whom shall also be a member of the Committee on Nurturing Friends Education. Additional members may be added in the same manner, at the discretion of the aforementioned panel. The size of the Nominating Committee shall not exceed 12 members.

At the annual meeting of the Board, or at such other time as may be required, the Nominating Committee shall present to the Board the nominations of the Board members, officers, members of committees and Clerks of the same. The Nominating Committee may nominate, and the Board may select, members of committees who are not members of the Board.”

The Permanent Board approved this change.

**17-79.2:** The pastor of Iglesia Evangélica Amigos de Worcester has died. This is a Friends Church associated with Evangelical Friends Church International (EFCI). The Secretary and Presiding Clerk reached out to that meeting to offer our condolences and prayers. The Clerk will continue the practice of reaching across the manmade divides in our faith.

### **17-80: Secretary's Report**

The Secretary gave his verbal report; his [written report](#) is attached. He noted that the Yearly Meeting is undergoing a time of change, and asked those present to reflect on their own



relationship with change, specifically by examining where we are in the attached “Eight Stages of Change” chart from *Leading Change in the Congregation*, by Gilbert Rendle.

He shared with us a draft income/expense report that breaks down the flow of our money by “class,” or program. Many donors, potential donors, and decision makers have requested that we present our budget reports in this way. The Secretary invites further feedback on the utility of this sort of report. The purpose of a financial presentation is to empower decision-makers to make sound decisions. How can we do this better? The Secretary welcomes feedback.

### **17-80.1: Rhode Island “Registered Agent”**

The state of RI has asked NEYM to file annual documentation related to our tax exemption. To comply with this, we need to appoint a RI Friend to serve as a “Registered Agent” of NEYM.

By action of the Permanent Board of New England Yearly Meeting of Friends, Rebecca Leuchak of Providence, Rhode Island is appointed as the Registered Agent of New England Yearly Meeting of Friends in the state of Rhode Island and Providence Plantations.

### **17-80.2: Childcare Policy Revisions**

We heard proposed changes to the NEYM Childcare Policy; please see the attached [proposal](#). The Board **approved** these changes, with one minor alteration; the second sentence of the third point under the heading “Childcare on Site for NEYM Sponsored Events” shall read “It is recommended that no fewer than two adults, or one adult and one teenaged assistant, be present at all times.”

### **17-81: Vassalboro Quarterly Meeting**

After three years, Vassalboro Quarter recently completed the process of laying down Pondtown Meeting. Laying down a meeting is one of the responsibilities of a Quarter; no action is required by Permanent Board. We heard and accepted the report from Vassalboro Quarter.

Further, Vassalboro Quarter has minuted the discontinuance of North Fairfield Monthly Meeting. This change of status means that NEYM will now receive the property of NFMM, as per 1985 Faith and Practice pp. 220-221: “When a meeting is discontinued, the records, physical property, and investments belonging to that meeting vest in the Yearly Meeting, except when otherwise determined by deed or other legal obligation.”

Vassalboro asks that NEYM appoint three friends from VQ and one friend from PB who will steward the property; help find spiritual homes for previous members and attenders of NFMM; and ensure preservation of the meeting archives. These friends will be advised by NEYM General Counsel and will work in coordination with the Secretary. From Vassalboro Quarter, PB

approves the names of Holly Widener, Diane DiCranian, and Janet Hough. PB additionally names both Phil Stone and Susan Davies to assist in this work.

### **17-82: Treasurer's Report**

We heard the report from the Treasurer, Shearman Taber.

Last year PB granted permission for the treasurer to withdraw up to \$100,000 from the Quasi-Endowment. Such a withdrawal was not needed last year, but the Treasurer expects it may be needed this year as we continue to operate under a deficit budget. Permanent Board again grants this provisional authority to the Treasurer for FY-18.

We received this report with gratitude.

### **17-83: Memorial Minutes**

We heard memorial minutes for Phyllis Fairweather Agard, John Albert Blanchard, and Paul Gardescu. Permanent Board received these minutes with gratitude; they are attached to the minutes.

### **17-84: Finance Committee Report**

Internal Nominating of Finance Committee brings forward the name of Robert Murray as Clerk of Finance, and the name of Kathryn B. Olsen as Assistant Treasurer. The Board approved.

Finance Committee proposes that Permanent Board formally terminate the Peace Tax Fund and instruct the Treasurer and Finance Committee to implement this decision. There is no money in this fund and it has not been used for many years. The Board approved.

The Finance Committee further proposes that Permanent Board approve changing the name of the "Faith and Practice Revision Fund" to the "Faith and Practice Printing Fund." This name more accurately reflects the actual purpose of the fund. The Board approved.

#### **17-84.1: Bank Authorization:**

Permanent Board designates Shearman Taber, NEYM treasurer; Kathryn B. Olsen, NEYM assistant treasurer; Sarah Gant, Permanent Board clerk; and Noah Merrill, Yearly Meeting secretary, as alternate signers, individually, of all bank and brokerage accounts of New England Yearly Meeting of the Religious Society of Friends, except for those checks greater than \$5,000, which shall require the signatures of two signers from the list above. The Board approved.

### **17-85: Development Committee**

We heard a detailed verbal report from Chris Gant, clerk of the Development Committee. In brief, giving is up overall, and Development is working on extensive plans for further growth. Highlights include work on planned giving, improvements in the database, and more intentional donor outreach. The clerk of Development would welcome further questions and board engagement.

#### **17-86: Fund for Sufferings**

Suffering is an inevitable part of faithfulness. Recognizing this, concerned Friends have brought forward [draft revised guidelines](#) for a Fund for Sufferings. This fund would be used to financially support Friends, or the families of Friends, who are suffering for the Truth.

The meeting united around the desirability of such a fund. The specific details in the draft revised guidelines, however, sparked a lively discussion. A response to suffering must be quick and efficient, but also wisely discerned. Friends struggled to find the right balance between these two needs.

The Secretary, Treasurer, PB clerk, and M&C clerk, in consultation with the Accounts Manager, will take the draft revised guidelines back for further discernment. They will bring a new draft to the Permanent Board meeting in February.

#### **17-87: Ad hoc Challenging White Supremacy Working Group**

The CWS-WG brought their committee's renewed charge for the approval of Permanent Board. The Board approved this [charge](#). We recognize that this is a very large charge and that we are only at the beginning steps of this work.

The CWS-WG has made a request for \$300 equalization money for their upcoming retreat in January. The Board approved, trusting the Treasurer and the Secretary to find the appropriate source of these funds.

#### **17-88: Ad hoc Reparations Working Group**

The RWG presented us with their [charge](#) and their membership slate: Suzanna Schell (Beacon Hill), Charles Simpson (Burlington), Erica Adams (West Falmouth) and Leslie Manning (Durham). The Board approved.

The RWG asked that PB name a member of the board to their group. The Board named Darcy Drayton (Souhegan).

#### **17-89: Puente de Amigos**

Puente asks PB to approve travel minutes to Cuba for five friends. All of these friends have gone through discernment with Puente, and four of these friends have been previously approved by Permanent Board.

This request is not technically in good order; such endorsements--even for repeat travelers--should move from Puente to quarterly meetings, and be brought to PB by the quarters. However, it is almost impossible for friends to adhere to this process given both how infrequently QMs meet and also the strict documentation required to obtain religious travel visas to Cuba. Changes to travel minute approval process are currently in discernment.

The Board approved Fritz Weiss, Leonard Cadwallader (Hanover MM); Roland Stern, Cynthia Ganung (Wellesley MM); and Diego Low (Framingham MM) to visit Cuba in February. These Friends will attend Cuba Yearly Meeting and visit with Havana Friends on the way. (February 10-19.). We authorized the clerk of PB to sign their travel minutes.

Puente asks board re-approval of Benigno Sanchez-Eppler's (Northampton) existing travel minute. Benigno plans to travel to Cuba to teach at Cuba Yearly Meeting's Peace Institute (January 2-17). During this time, Benigno will be giving a course on Barclay in Banes, Holguin, Puerto Padre, and Havana. The Board approved.

#### **17-90: Internal Nominating Committee**

We received the new slates from YM Nominating Committee and the Internal Nominating Committees of Finance Committee and of Permanent Board. The Board approved the following:

##### **From Yearly Meeting Nominating Committee:**

Scot Drysdale (Hanover): Finance Class of 2020  
Eppchez (Northampton) RSEJ Class of 2020  
Beth Morrill (Hartford): RSEJ Class of 2020  
Scott Rhodewalt (Mt Toby): RSEJ Class of 2020  
LVM Shelton (Plainfield): M&C Class of 2020

##### **From Internal Nominating Committee, Finance Committee:**

Robert "Bob" Murray (Beacon Hill): Clerk of Finance (2018, may re-up)  
Kathy Olsen: Assistant Treasurer: 2018 (successive)

##### **From Internal Nominating Committee, Permanent Board:**

Travis Belcher: Clerks Nominating Committee: Class of 2021  
James Golden (Hartford): Faith & Practice Revision Committee: Class Of 2020  
Leslie Manning (Durham): Clerks Nominating Committee: Class of 2021

Maggie Nelson: Friends Camp Nominating: Class of 2020

**17-91: Worship**

The meeting closed with a period of waiting worship.

Attachments:

Presiding Clerk's Report

Secretary's Report

Childcare Policy (Final)

Memorial Minutes:

Phyllis Fairweather Agard

John Albert Blanchard

Paul Gardescu

Charge: Ad hoc Challenging White Supremacy Working Group

Charge: Ad hoc Reparations Working Group.

To: The Permanent Board of New England Yearly Meeting of Friends  
From: Noah Merrill, Yearly Meeting Secretary  
Re: Report in preparation for our meeting on February 17, 2018

Dear Friends,

With prayer, joy and expectation, I am looking forward to our time together on Saturday.

A reminder of my overall priorities for service this year:

- 1) Strengthen our capacity to support local meetings, and to start new meetings;
- 2) Connect and encourage those called to ministry and those who support them;
- 3) Foster our capacities and tools for spiritual formation and religious education;
- 4) Help us transform our spiritual relationship with money and ministry, that we might—in the words of John Woolman—“...turn all we possess into the channel of Universal Love...”;
- 5) Sustain attention on nurturing both the *institutional* dimensions of our work and the *organic* dimensions, keeping focused on the health of the wider ecology of the Quaker movement and the Spirit’s invitation to new Life.

In my last report, I spoke about my emphasis this year on **alignment**, with the hope that all of us involved in service through the yearly meeting can cultivate a more shared vision of what is happening, and our respective and complementary roles and responsibilities as stewards of Friends’ wider ministries.

Specific notes on some of my work since November:

- For past few months I have worked with Ben Guaraldi (in his role as clerk of the **Ad Hoc Long-Term Financial Planning Committee** [LTFPC]) and several other Friends to help translate our listening, discernment and work in the last few years into a plan for our work as an organization.

This has developed into a presentation that, having been approved by the LTFPC, we are bringing to Permanent Board for consideration, input and (we hope) initial affirmation.

Input and comments will then be sought from New England Friends more widely. As a reminder, the goal is—after wide input and contributions from Friends across New England—to bring this “plan” to PB again in May, so that they it can be forwarded to Sessions for consideration and (God willing) approval of key elements to guide our planning, service and fundraising going forward.

- Working with Development Clerk Chris Gant (Beacon Hill) and consultant Jennie Isbell-Shinn (Mt. Toby), I have continued to engage in rigorous and

detail-focused work to **develop a model of major gifts fundraising** in NEYM that is grounded in our faith as Friends. I'm grateful for the courage, deep care, and excitement that Friends have brought to these conversations, as donors, as co-laborers, and as advisors.

As you know, Development Committee and all of us charged with stewarding the financial support for the ministries of New England Friends have significant work before us, especially this year and next year. I am encouraged by the many steps—one at a time—that we are taking to build a more robust development program together, and to the spirit of possibility, risk and joy that I have felt as we move forward. We have come a long way, and we have a long way still to go together. Coordinating & Advisory Committee continues its work to strengthen and support Development Committee so that this essential aspect of our work has the constellation of skills and gifts that it needs.

- I am continually aware of the challenges facing our structures for nominating—for naming and cultivating gifts, and for leadership development and succession planning. Coordinating & Advisory Committee continues to focus on supporting these bodies, but persistent challenges remain, both in finding Friends with the relevant skills and gifts to serve in these groups, and in supporting the Friends serving in these roles to identify people with the skills and gifts to serve in the many roles to be filled. Some days it feels like we are just one term expiration away from a crucial function or responsibility being dropped, with the ripples impacting many other parts of our work. Going forward, fostering the health and resilience of this aspect of our work feels to me like one of our crucial challenges. I don't believe there is a quick fix; we are being called to consider new ways of being, seeing and relating.
- Sara Hubner and I have been working on two projects that are inter-related. The first is the **redesign of neym.org**. We have developed a draft request for proposals (RFP), and have two web development agencies we believe are strong candidates, both of whom we will be meeting with in the next two weeks. Our current hope for completion of the project, subject to revision in consultation with the developers, is the beginning of fiscal year 2019 (October 2018).

The second is a more consistent higher-quality approach to **graphic design and communications**, to help both our print and digital publications be easier to read, more compelling and more useful. As our publications needs have evolved in recent years, we have been blessed by help from volunteers and freelance designers for several one-time projects. We hope this project will improve and streamline our ability to present information as we share news, events, resources and important information to support the life and ministry of Friends.

- Preparations are well underway for the April **Living Faith** event. Initial advance

publicity has been distributed. This will be our new Events Coordinator Elizabeth Hacala's first large event with NEYM, and the planning team is working well together. The members for this event are Lisa Graustein (clerk), Elizabeth, Hannah Zwirner-Forsythe, Jay O'Hara, Sarah Cushman, and myself. Holly Baldwin (Fresh Pond) will lead morning worship. The format will follow the design of previous events, with many improvements (most behind the scenes) based on our learning from the previous two events.

One change is that while the event will still be Pay-As-Led, the recommended cost structure will be slightly higher, owing to the need to pay for the venue in Portland. We are planning to accommodate roughly 200 attendees, 70 more than when we offered the first *Living Faith* in Portland in 2016.

- An energizing and fruitful **gathering hosted by the Youth Ministries Committee** happened on February 3 in Worcester, with more than thirty Friends filling the meeting room at the Worcester Meetinghouse. The event, facilitated by Nils Klinkenberg (Director of Beacon Hill Friends House), included parents, experienced youth volunteer staff, committee members, NEYM staff, former participants, and Friends bringing expertise in religious education, child development and psychology, education, and more. The purpose of the event was to offer input and guidance to inform the Youth Ministries staff and committee in the continuing evolution of both the Youth Ministries retreats and the wider web of Quaker youth ministries across our region. We hope to have a more detailed report to share more widely soon, once the notes are collected and analyzed.

The gathering described above was part of a series of events in the past two months reflecting on the current life and imagining the future for our ministries with youth and young adults. Hilary Burgin and Nia Thomas organized a consultation on the future of the young adult retreat program, and Young Friends engaged in a similar exploration during their Midwinter gathering.

Throughout these challenging and enlivening conversations, I have been encouraged that we—as the organization of NEYM as a whole—are growing in our ability to listen for guidance and feedback to inform our work in ways that are increasingly inclusive and invitational, allowing us to incorporate feedback as we go, trying new ideas, learning from our experience, and taking new risks. This responsiveness is a sign of increasing health to me, and the energy generated in these consultations gives me great hope for the future of these ministries and how they relate to the wider ecology of Friends.

We are giving attention this year at how we can sustain and strengthen our beloved traditions of youth and young adult ministry, think creatively about our program models, steward our resources of time and money, and connect more deeply and relevantly to the life of our local meetings. As I mentioned



last month, the timing of these conversations seems good as we align our work with our core purpose and priorities this year.

- As previously announced, I have hired **Maggie Nelson** (Portland) to serve as **Interim Young Friends Coordinator** while Nia Thomas is on maternity leave, beginning March 15 and concluding just after Annual Sessions. More about Maggie is available [here](#) or at neym.org.
- I recently returned from close to two weeks in Bolivia supporting the formation of the Spanish-speaking body of the Friends World Committee for Consultation's (FWCC) Traveling Ministry Corps. A reflection on this experience was included in the introduction to the February NEYM email newsletter. You can [read the February newsletter here](#), or on the homepage of neym.org this month.

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## The Eight Stages of Change

	<b>Stage 1: Feeling Unsettled</b>	<b>Stage 2: Denying/ Resisting</b>	<b>Stage 3: Facing the Present Situation</b>	<b>Stage 4: Letting Go into the Unknown</b>	<b>Stage 5: Envisioning the Desired Future</b>	<b>Stage 6: Exploring New Options</b>	<b>Stage 7: Committing to Action</b>	<b>Stage 8: Integrating the Change</b>
<b>Task:</b>	allow myself to feel unsettled; admit dissatisfaction	recognize my resistance or denial for what it is	face my situation realistically; see what it is	grieve the issues associated with saying goodbye, including what I lost by hanging on too long to an inappropriate situation	visualize what I want or how I want to be in the future	explorations of the new options I have envisioned for myself; experimenting with new behaviors and feelings	commit to action; choose the options that seem most appropriate	integrating the new quality/behavior into the rest of my life so that I operate at a higher level of complexity and maturity
<b>Skills:</b>	ability to feel unpleasant feelings	ability to overcome or manage my fears	nonjudgmental, nonblaming attitude	ability to feel sadness, ability to tolerate uncertainty	ability to feel wants	ability to take risks	ability to make decisions and eliminate options	ability to feel and act on more than one impulse at once
<b>Let Go:</b>	my attachment to always feeling fine or in control	my denial or resistance	old picture of who I am or how things should be	the need to know what I want and where I'm going	safety of sticking with what is familiar	having to be good at everything	other alternatives; the need to keep all options open	the sense of loss associated with choosing this instead of that
<b>Learn:</b>	I can handle pain/discomfort.	I understand how my denial/resistance is an attempt to protect myself.	I can move ahead into the unknown without triggering more denial/resistance.	I can handle not knowing where I'm heading or how things will turn out.	I trust that something new and more appropriate emerges out of the chaos.	I am open to new ways of being and doing things.	I can envision something new and make it a reality.	I can continue to learn and grow.

From: Leading Change in the Congregation: Spiritual and Organizational Tools for Leaders, by Gilbert R. Rendle, The Alban Institute, 1998.

## Report of the Archives Committee with Request for approval of the Memorandum of Understanding

In February 2016, the Permanent Board approved the Deed of Gift of the New England Yearly Meeting Archives transferring ownership and care of the Archives to the Special Collections and University Archives of the W.E.B. DuBois Library of the University of Massachusetts (SCUA).

Since that time, the Archives have indeed been moved. Our committee has been busy working with SCUA on the procedures which now allow Monthly and Quarterly Meetings to also transfer their records with deeds of gift. This has resulted in both the completion of the Memorandum of Understanding (MOU) as well as the forms needed by meetings transferring documents and materials to SCUA.

In concert with the final drafting of the MOU, the committee spent most of 2016-17 revising the collection policy both to reflect the Archives new home, but to also try to give Meetings a clearer sense of what documents and materials such as video would be appropriate for transfer to the Archives at SCUA.

With the completion of the MOU and the Collection Policy, we as a Committee are now turning our attention to working with Meetings on the transfer of documents to SCUA. We are now taking up the charge of discerning what the Yearly Meeting needs are for an archivist to support NEYM and the monthly Meetings in this work.

The Memorandum of Understanding (MOU) between New England Yearly Meeting and SCUA lays out the expected communication between the organizations as well as the documents and directions for transfers to SCUA. The Archives Committee looks forward to the on-going development of the work with SCUA to support the Yearly Meeting, our monthly and quarterly meetings and researchers. The MOU specifies our agreement to an annual review of the understanding. We understand that relationships between organizations can change with time. The MOU may in the future be amended to address needed changes.

In particular, two areas are detailed in the MOU, as they were in our letter to Monthly Meetings regarding both what the deed of gift means regarding copyright and the rights of Meetings to protect privacy of individuals for a period of time.

The Committee spent time in collaboration with Rachel Onuf and SCUA to detail what the nonexclusive copyright means for the donating Meeting and for individuals who may have individually authored or created donated material. We worked to ensure that the Deeds of Gift forms make clear the choices that Meeting have regarding copyright of the material they are transferring to SCUA.

Privacy has been another area with which the Committee has spent time to articulate policies and come to agreement with SCUA to ensure the privacy of

persons. The MOU provides for the closure of documents to research upon request for either 20 or 40 years upon donation.

The Archives Committee has approved this MOU as had Rob Cox, Head of Special Collections. We are asking for the review and approval of Permanent Board before we proceed with making the MOU official with signatures from both Yearly Meeting and Rob Cox.

## **Memorandum of Understanding relating to the Records of the New England Yearly Meeting of Friends (referred to in this document as "The Collection")**

### **Part 1.**

The Department of Special Collections and University Archives of the UMass Amherst Libraries ("SCUA") and the New England Yearly Meeting of the Society of Friends and its constitutive bodies ("NEYM") bring different gifts to the relationship formalized with this document. SCUA brings knowledge and expertise in managing, maintaining, and providing access to archival collections and institutional records. NEYM brings knowledge of the history and organization of itself and more broadly Quakers, as well as contacts and communications systems with and among NEYM and the individuals that form the corporate body called NEYM. Both parties also bring a willingness to work together to ensure that records with enduring historical value continue to be created, collected, preserved, and made accessible.

This Memorandum of Understanding is intended to be a living document. Both parties understand and agree that changes in process and procedure may become necessary over time. This Memorandum of Understanding will serve as a place to record mutually agreed upon changes. At a minimum, both parties should review this document every year and they should both agree that it is working well. In the event that one or both feel that changes should be made, or new agreements and understandings recorded, they should collaborate to find a mutually agreeable process and procedure.

### **Part 2.**

As stated in the Deed of Gift, SCUA and NEYM agree to work collaboratively to:

- A. Understand the content of The Collection, and resolve any ownership, copyright, and privacy issues that may arise during the cataloging of the collection, or once intellectual access to The Collection is given to the general public.
- B. Develop systems of communication to aid the future collection of records from Monthly and Quarterly Meetings and the Yearly Meeting. SCUA will provide the Archives Committee with an annual report each May, in time for the Archives Committee to prepare its report that is due to NEYM in June. The Archives Committee will update SCUA at least annually about committee goals and any concerns that may have arisen under this agreement.

### **Part 3.**

This section contains the elaboration of policy and procedure mentioned in the Deed of Gift, which specifically refers the parties to the Memorandum of Understanding in four places. It is, however, not intended to limit either party to just those areas if both parties discover other areas that need mutual agreement. Sections may be collaboratively added, subtracted, or edited as the need arises. "Contacts and organizational structures," for instance, is a new section that was not referenced in the Deed of Gift.

**A. Contacts and organizational structures**

As an aid to collaboration, both parties will keep the other updated about who to contact to get help or support. For NEYM, possible points of contact include: the NEYM Archivist, the Clerk of the Archives Committee (Carol Forsythe), the NEYM Secretary (Noah Merrill), and the NEYM Office Manager (Sara Hubner). All appropriate contact information is to be kept updated by NEYM. For SCUA, possible points of contact include: the Head of Special Collections and University Archives (Rob Cox) and the Curator of Collections (Danielle Kovacs). SCUA will keep contact information up to date.

**B. Ownership Issues**

1. NEYM, and in future, the donating constitutive body, agrees to convey to SCUA all legal title to The Collection as an unrestricted gift, except as specified in the Deed of Gift and this Memorandum.

2. SCUA agrees that in the event that it shall decide not to retain any materials within The Collection, all such materials shall be returned to the donor, upon request, at SCUA's expense.

**C. Copyright Issues**

1. NEYM, and in future, the donating constitutive body, agrees to share ownership of any and all copyrights in The Collection that they hold and grants SCUA a nonexclusive right to authorize all uses of these materials for non-commercial research, scholarly, or other educational purposes pursuant to a Creative Commons Attribution, NonCommercial license.

2. Some of the discretionary uses incidental to The Collection's inclusion in SCUA (including, but not limited to digitization, exhibition, display, and research access), may implicate copyrights. To the extent that such activities are not already permitted under statutory copyright exceptions such as fair use, NEYM or the donating constitutive body grants SCUA an irrevocable non-exclusive royalty-free worldwide perpetual license for all reasonable discretionary uses.

3. It is understood that NEYM, and in future, the donating constitutive body, can legally transfer only those rights which it owns; and that The Collection contains materials for which copyright is owned by other parties. In such cases, SCUA will direct researchers who wish to publish this material to request permission directly from the copyright holder. SCUA will also inform researchers in situations where copyright ownership cannot be ascertained.

4. Should NEYM, any of its constitutive bodies, or individuals who have signed release agreements for donated materials request, they may retain copyright for clearly designated portions of The Collection for a clearly specified duration.

5. To the extent that NEYM or the constitutive body holds copyright to the materials in the Collection, that copyright is shared with SCUA and either entity may grant permission to publish material.

6. Requests to publish from any materials in The Collection for which NEYM, any of its constitutive bodies, or individuals who have signed release agreements for donated materials elects to retain copyright, apart from those permitted under statutory copyright exceptions such as fair use, shall be forwarded to the NEYM Archives Committee for consideration.

**D. Privacy and Sensitivity Issues**

1. NEYM reserves the right to restrict research access to any body of records within The Collection due to concerns over personal privacy, confidentiality, or any other points of sensitivity. It is understood by both parties that it may not be possible, in every case, for NEYM to make the request for closure prior to transfer of the records to SCUA. For the original donation, NEYM will make every effort to determine which, if any, materials require closure as soon as possible after the transfer. If any materials are designated for closure, this will be clearly communicated in writing to SCUA and the materials themselves will be clearly identified. The containers of any closed material, as well as any accompanying finding aids or inventories, will display a firm date after which the records can be made available to all researchers.

2. Any material the prospective donating body deems to be sensitive may be restricted for a set period of time: either 20 years or 40 years from the date the Deed of Gift for that material is signed. Different time restrictions may be negotiated with SCUA on a case-by-case basis. Materials deemed too sensitive ever to be made available to researchers should not be transferred to SCUA.

3. Through the Clerk of the Archives Committee, NEYM or any of its constitutive bodies may request access to its own restricted materials during the period of closure; all other use shall be prohibited. The Clerk will notify SCUA via email of any decisions about granting access to restricted materials, cc-ing the Secretary of NEYM.

**E. Ongoing Deposits**

1. Future accruals to The Collection are expected and shall be deemed as falling under the terms of this agreement.

2. NEYM and SCUA will work to encourage the donation of future additions to The Collection, including records of NEYM, its Quarterly and Monthly Meetings, and other constitutive bodies.

3. Donations of physical records and digital records will be accepted by SCUA at any time and must be accompanied by a signed Deed of Gift. The Deed of Gift

form, the collecting policy for the Archives, and guidelines for donating materials are available on the Archives Committee web page: <https://neym.org/archives>.

4. Donations of recordings of oral history interviews, personal statements such as Spiritual Journeys, presentations, or performances should include copies of signed release forms, if at all possible. If releases were not obtained or are not available, the donor should indicate why, to the best of his or her knowledge (e.g., the person recorded is now deceased). These release forms are also available on the Archives Committee web page: <https://neym.org/archives>.



## Faith in Action Committee

### Draft Purpose, Procedure and Composition

#### Purpose:

To support the public witness of Quakers in New England. To listen for where Friends from across New England are active, to amplify what is happening locally, to connect Friends with each other, to help form networks among Friends who carry related concerns, to highlight and share the news of Witness among Friends, to listen for where Spirit is moving us. The Faith in Action Committee does not *do* or own the work of witness in New England Yearly Meeting, rather it acts as a support to those who *are* active in witness.

#### Procedures:

- *Listen* – (quarters, monthly meetings, Earth Care Ministries, the Committee on Racial Social and Economic Justice, Legacy Gift, Prophetic Climate Working Group, Friends working for Immigration Justice, Israel Palestine Working Group, etc.). The Committee will subscribe to the various listservs and newsletters of these groups, and will use social media and websites to help the committee stay informed about the work being done. When invited or when opportunities arise, members of the committee will attend meetings of quarters, monthly meetings, committees or groups active in witness to learn more about their work, or to help them connect with others.
- *Amplify* – The committee will use the tools available (the NEYM monthly e-mail newsletter, social media, etc.) to share information about witness that is occurring among Friends in New England.
- *Form ad hoc networks* – The committee will connect Friends who are carrying the same or related concerns. The committee will invite Friends to share among each other lessons learned and challenges faced.
- The committee will serve as a resource to the Presiding Clerk and Secretary when drafting time sensitive public statements.
- The committee may be called to consult with the Clerk of Permanent Board to inform discernment about distributions from the Fund for Sufferings.
- The committee will work with the YM staff to make use of YM resources (newsletter, Zoom, Salesforce, etc.) as appropriate to support amplification and the forming of networks.
- The committee will consult with Presiding Clerk and Secretary about where Spirit is moving among Quakers in New England. This may include assisting

in developing the agenda for annual business sessions, or preparing items to bring to the gathered body.

- The work of the committee continues throughout the year and does not wait on committee meetings. The committee will meet once in September to coordinate the work for the coming year and once in May with the Presiding Clerk to consider what might inform the agenda for annual sessions. Additional meetings may occur as scheduled by the committee clerk, but the bulk of the work is done through ongoing conversations and communications among committee members.

**Composition:**

- Three friends named by Nominating Committee for staggered 3-year terms, renewable
- Clerk named by Nominating Committee, approved by the Yearly Meeting

The committee seeks individuals comfortable and skilled in communication, facilitation and listening. The committee maintains linkages with the Witness and Ministry Committees of NEYM (ECM, RSEJ), Legacy Gift, M&C and with the Secretary and Presiding Clerk. The Committee maintains linkages with quarterly meetings and with monthly meetings.

Note: These purposes and procedures, if approved, will be reviewed by Coordinating and Advisory and brought back to the Permanent Board for review after one year.

Draft 12/1/17  
reviewed again 2/4/18

# Proposed Framework for the Fund for Sufferings

revised 02.04.2018

## Purpose:

The Fund for Sufferings exists to support New England Yearly Meeting (NEYM) as it provides financially for the needs of Friends who suffer as a result of their witness to Truth.

## Criteria for Use:

The Fund for Sufferings is available to support Friends who suffer as a result of their faithful witness, and is intended to respond to urgent needs precipitated by witness. This Fund is not to be used for releasing ministers or for other ongoing expenses, except where needed to ensure continuity of support (for example, legal expenses for a prolonged period, when available).

## Eligibility and Use of the Fund:

The Fund for Sufferings will be available to members in good standing of the Religious Society of Friends active in New England, but may be extended to others (for example, people of other faiths participating in a Quaker-led activity) based on the discernment and discretion of the Clerk of the Permanent Board, and on a case-by-case basis. Support should not be presumed, and is not guaranteed, so timely consultation with the Clerk of the Permanent Board is strongly suggested.

Examples of time-sensitive expenses that might receive support from the Fund for Sufferings include but are not necessarily limited to: legal expenses resulting from nonviolent direct action and holy obedience/civil disobedience, including bail and expenses related to arrest, property damage/loss and incarceration; legal proceedings or financial penalties related to conscientious objection to military service or war tax refusal; and medical expenses resulting from injuries sustained or illness contracted in the course of public witness.

## Application:

Requests including any relevant documentation may be made to [sufferings@neym.org](mailto:sufferings@neym.org).

Requests may be submitted by the potential recipient directly, and may also be made on behalf of that person(s) by their local meeting or by another person aware of the need. In some cases, the Clerk of the Permanent Board may approach potential recipients without receiving a request.

## Distribution:

Funds will be disbursed upon approval by the Clerk of the Permanent Board, who will determine eligibility and appropriateness of requests in consultation as needed with members of the NEYM Faith in Action Committee and others closely connected to the witness or concerns in response to which the need arises. If the Permanent Board Clerk is unavailable, the Presiding Clerk or Yearly Meeting Secretary may authorize disbursements. Disbursements will under normal

circumstances take 1 to 2 weeks for the checks to be issued. To ensure a more rapid response, arrangements may be made prior to activities which might result in need of these funds.

#### Review and Replenishment:

Annually, the Permanent Board should conduct a review of the activity of the Fund and determine whether current funds are adequate to the present and anticipated needs to support New England Friends' witness. Replenishment of the Fund by transfer of other unrestricted NEYM-administered funds and/or by wider appeal for contributions will be coordinated with the Yearly Meeting Secretary, who will ensure coordination with other financial stewardship and fundraising efforts.

#### Reporting and Accountability:

The Clerk of the Permanent Board will report with general information on all recent disbursements (excluding any legally- or pastorally-sensitive information) at the next meeting of the Permanent Board, and annually to Sessions.

#### Accounting:

A new revolving account in the NEYM Operating Division books called "Sufferings-Unrestricted" will be created, and the current revolving account will be renamed "Sufferings-Restricted." The same policies and procedures for distribution will apply to both, with the exception that restricted funds may be used only for this purpose, while designated funds may be repurposed by decision of the Permanent Board. Having two accounts will allow NEYM to solicit, manage and disburse both board-designated funds (such as allocations from the Legacy Funds) and donor-restricted funds (such as those currently in the original Sufferings Fund) without creating the possibility for confusion of the status of funds in each account. The current Sufferings Fund balance (\$4939.32 as of 11/7/2017) is understood to be donor-restricted.

#### Questions for clarification and input from the Permanent Board:

1. Are the processes for approval, distribution, and reporting as described in this proposal clear and appropriate? Is there enough detail, and are the details right?
2. Are the criteria for support clear and appropriate? Narrow enough to be clear, but wide enough to address the perceived need? Should there be further limits?
3. Does the plan for administering this fund allow the Yearly Meeting to be responsive to urgent needs as they arise, while ensuring good oversight, administration and accountability?

**Friends Camp Governance Document**  
Proposed Revision 2-8-18

**7. Budgeting, Financial Reporting and Fiscal Controls**

The Friends Camp fiscal year runs from October 1 through September 30.

Each year, near the conclusion of the camp season, the Friends Camp Director will prepare a proposed budget for the upcoming fiscal year in consultation with the Friends Camp Treasurer. The budget will consist of both an operating budget and a capital budget.

The operating budget will include both income and expense projections, based on the expected availability of funding and of the expected expenses needed to maintain the camp's operations for the year.

The expense side of the capital budget will include capital improvement needs and their projected costs as determined by consultation between the Camp Director and the Friends Camp Buildings and Grounds subcommittee. The capital budget will also identify the expected sources of funding for the improvements.

In late August or early September the two proposed budgets will be circulated to the Friends Camp Finance Committee for review and approval. The Camp Director and the Camp Treasurer will then meet with the YM Secretary and YM Treasurer to review the budgets. This meeting will focus on informing the YM Secretary and YM Treasurer of salient issues related to the proposed budgets, and ensuring the proposed budgets substantially conform to generally accepted accounting principles and reflect realistic and sound fiscal and overall management. Following this consultation, and with the YM Secretary and YM Treasurer's endorsement, the Camp Director will submit the proposed operating and capital budgets for review and approval by the Friends Camp Committee at its September meeting. Finally, the budget will be submitted to the Yearly Meeting Permanent Board for approval at its September meeting.

This schedule allows the Camp Director to prepare the budgets with the knowledge of the results of the most recent camp season, but compresses the approval process into a short time frame. If any disagreements arise during this process, the parties involved will endeavor to approve a provisional budget while any concerns are being addressed, allowing the Camp Director to operate through the first two months of the fiscal year, with final approval being made at the Permanent Board and Friends Camp Committee meetings in November.

The budgets do not need to be approved at the Annual Sessions of New England Yearly Meeting. Instead, each year the Camp Director will present a report at the Annual Sessions summarizing the activities of Friends Camp, including the current year's budgets and notes on key metrics of financial performance as they relate to the program and to capital plans.

Friends Camp is authorized to make adjustments to the approved budgets during the course of the fiscal year with the following constraints. Adjustments to projected income and expenses that reduce projected net income by no more than 3% of the total budgeted expenses do not require a revised budget and can be made by the Camp Director and Camp Treasurer without further review or approval. Adjustments to projected income and expenses that reduce projected net income by more than 3% of the total budgeted expenses must be reported to the clerks of the Friends Camp Committee and Permanent Board, and approved by both bodies if at all practicable. If circumstances do not allow for the timely approval by these bodies, the approvals of the Clerk of the Friends Camp Committee and the Clerk of Permanent Board shall be required to authorize budget adjustments over the 3% threshold.

The Friends Camp monthly profit and loss statement and balance sheet are reviewed by its accountant and by the Camp Treasurer each month. The Camp Treasurer reports on the financial health of the Camp to the Camp Committee at each of its meetings, approximately quarterly. These monthly and quarterly reports will be shared with the Clerk of the YM Finance Committee, the YM Treasurer and the YM Secretary. If needed, the YM Finance Committee can request that the Camp Committee provide progress reports on any capital projects.

Final annual financial statements will be distributed to the Friends Camp Committee, the YM Finance Committee, the YM Secretary, the YM Treasurer and Permanent Board, and will be published in the YM annual directory.

The Friends Camp Committee shall adopt, and from time-to-time review and amend, fiscal policies and procedures that govern internal controls and other significant aspects of a sound fiscal operation. The YM Finance Committee will periodically review the Friends Camp financial policies and procedures to ensure they are appropriate and responsible. These policies shall assure that Friends Camp will have sound financial controls that substantially conform to generally accepted accounting principles, ongoing financial oversight, and regular professional reviews every third year or as needed, conducted in concert with the NEYM Operating Division.

The Friends Camp Director, following NEYM policy and in consultation with the YM Secretary, is authorized on behalf of the New England Yearly Meeting of Friends to review and accept contributions, bequests or legal devises, and trusts earmarked as donations for the benefit of Friends Camp.

MINUTE OF RECOMMENDATION TO THE PERMANENT BOARD FROM THE  
PERSONNEL COMMITTEE  
December 3, 2017

BACKGROUND

IN 1986 Congress passed the Immigration Reform and Control Act, also known as the Simpson-Mazzoli Act, requiring that all employers complete I-9 forms verifying the legal residence of their employees in the United States. Some Quaker organizations, most notably the American Friends Service Committee, refused to comply and entered into a lawsuit on the basis of the “free exercise of religion.” The lawsuit ultimately failed, and AFSC decided to comply with the IRCA requirements about 15 years ago.

From 1989 to 1992 NEYM considered its position in relation to the Immigration Reform and Control Act of 1986. During this time NEYM decided not to join AFSC in refusing compliance as an employer and in its lawsuit challenging IRCA. NEYM did decide, however, to allow both employees and supervisors to refuse to comply with the law by not completing the I-9 forms required by the law that provide documentation of the legal residency status of the employee. At that time Friends Camp decided to require compliance and they have remained in compliance up to the present.

Employing personnel without documentation of legal residence in the United States can result in fines for each undocumented employee and possible criminal penalties for a pattern of non-compliance by an employer. The potential fines and possible criminal prosecution could be a great burden on the financial and personnel resources of NEYM. By being in non-compliance with the IRCA laws, and any time we employ a new staff member, we run this risk.

Currently NEYM knows that all of its current employees are U.S. citizens, because of the current requirement for background screening, which requires social security numbers.

New England Yearly Meeting is currently very committed to its work with immigrants. Non-compliance with IRCA laws has not been a part of the discussion or exercise of those commitments, beyond our minuted commitment to allow an employee or supervisor to be in non-compliance with our support. Should we find ourselves being investigated by Homeland Security for this non-compliance in the face of the employment of an undocumented staff member, we would be forced to allocate resources to this issue, rather than continuing to use those resources as we have currently decided to do.

## MINUTE

### Recommendation to the Permanent Board:

New England Yearly Meeting is currently inconsistent in its compliance with the Immigration Reform and Control Act of 1986. Friends Camp is in compliance; the rest of the organization is in non-compliance. The Personnel Committee of NEYM has discerned that refraining from fully complying with the Immigration Reform and Control Act of 1986 is not a living witness within NEYM today. Government investigation could prove very costly to NEYM, in terms both of finances and personnel. **Personnel Committee recommends to the Permanent Board that New England Yearly Meeting should begin to comply with this law effective immediately.** The issue, and Permanent Board's recommendation, would go to Sessions in 2018.





# NEW ENGLAND YEARLY MEETING OF FRIENDS QUAKERS

## NEYM Social Media Guidelines 2018 DRAFT

### Facebook:

1. Postings should represent the values and shared decisions of New England Yearly Meeting in all ways possible.
2. Postings will be daily, during times of high traffic and suggested extended media reach, monitored by social media consultant.
3. Postings may be timed using an automatic posting service such as Hootsuite.
4. Postings will use allowed graphics/photos, with permissions, and non-copyrighted materials.
5. Postings will strive to use varied representation of people of ages, races, and experiences.
6. Postings will promote first events and gatherings of the New England Yearly Meeting organization.
7. Graphic “quotation” posts will be identified with a standard NEYM logo website listing along the bottom of the graphic in black/white (graphic embedded in image). (At present these are created using Canva.)
8. Postings will use photographs of New England Friends and meetinghouses to highlight New England Friends’ ministries and meetings.
9. Postings will use primarily verified quotations from Quakers (living or dead).
10. Sharing of information from other sources should contain a direct relation to Friends in New England (their meetings, ministries, or ministers).
11. Identification of Friends mentioned in posts should include meeting affiliation, including state location of meeting, and link to meeting’s Facebook page or website if possible (example: Eden Grace, Beacon Hill Friends Meeting, MA).

Information will also be shared/reposted from the following primary sources (and their Facebook pages):

- Facebook pages of New England meetings, worship groups, and churches
- New England Meeting website (events and news)
- New England YM public statements (as soon as possible after being released/published)
- New England YM newsletter(s)
- New England Yearly Meeting Affiliations (Friends United Meeting, Friends General Conference, Friends World Committee on Consultation)
- Subgroups/ministries of NEYM associations (example: Ramallah Friends School)
- New England Friends Schools (Moses Brown, Friends School of Portland, Friends School of Cambridge)

Information will also be shared/reposted from the following primary sources (and their Facebook pages): (continued)

- Facebook groups of ministries supported by Friends in New England and Friends' meetings in New England (examples: Interfaith Vigils of NH, Quakers Concerned with Immigration Justice)
- National Quaker organizations (American Friends Service Committee, Friends National Committee on Legislation)
- Occasional additional posts from other yearly meetings (news of the wider Quaker world)

Addressing Facebook Page Limitations and Concerns:

1. Postings are only allowed by Administrators of the page.
2. Followers of the page may post an item; however, it must be "released" by an Administrator (if/when meets posting guidelines) to be seen by others on the page.
3. Primary posting and attention to activity is the responsibility of the contracted social media consultant, with oversight by YM Secretary and Office Manager.
4. Followers of the page can comment on any posts.
5. Questionable content/comments not using respectful language will be deleted.
6. Repeated offenders of posting standards may be blocked from the page, after consultation with YM Secretary, by the social media coordinator or an Administrator of the page. Before being blocked, the person posting such comments will be notified and asked to refrain from objectionable behavior.

# ***Internal Nominating Committee Report to Permanent Board Feb, 2018***

Clerk: Sarah Gant -2015-2019

Recording Clerk : **Rosemary Zimmermann Feb.-Aug. 2018**

2018	2019	2020	2021	2022
Susan Davies # Donn Weinholtz Jean McCandless Rebecca Steele #JeremiaDickinson RockyMalin Leanna Kantt Sarah Gant	Ian Harrington Chris Gant #Philip Stone #Deana Chase WilliamWaulkauskas	# Ben Guaraldi #GalenHamman #Rosemary Zimmermann Anna Radocchia Tom Jackson Carole Rein	Kimberly Allen Rebecca Leuchak Christopher McCandless Mary Zwirner	GinaNortonSmith Darcy Drayton #Hannah Forsythe Sara Smith Elizabeth Szatkowski Travis Belcher Elizabeth Kantt

# in second term (can't be reappointed)

\* filling out term – can be reappointed 2 entire terms

Sub Committee	2018	2019	2020	2021
<b>Clerks Nominating</b>	+Marion Athern +Leslie Manning	+Greg Williams +Rachel Walker Cogbill	+Edward Mair + # Fran Brokaw	Travis Belcher #Leslie Manning
<b>Personnel</b>	Maureen Lopes	Travis Belcher +Carl Williams Dwight Lopes	Chris Gant Dulany Bennett Elizabeth Szatkowski	<b>+ # Neil Blanchard +Eleta Jones</b>
<b>Internal Nominating</b>	# Donn Weinholtz + # Sarah Sue Pennell	# Carolyn Stone	+Minga Claggett- Borne +Allan Kohrman	
<b>YM Nominating at Large</b>  <b>YM Nominating Clerk</b>	+Marian Baker		+LouAnne McDonald +Margaret Marshall + Karen Sargeant	
<b>Student Scholarship Granting Committee</b>	+Allan Kohrman +Rebecca Leuchak Justice Erickson Ian Harrington			
<b>Friends Camp Nominating</b>		+Amy Lee Viera	+Katherine Zager +Maggie Nelson	
<b>NEYM Secretary Supervisor</b>			+Elizabeth Reuthe	
<b>Faith and Practice Revision</b>			+RachelWalker Cogbill +James Golden	

**Bold** = Submitted for Permanent Board Approval    **+** = not on Permanent Board    **#** = in second term

**Friends Camp**  
Winter Report: February 1, 2018  
Anna Hopkins, Director

I am deeply enjoying the opportunity to be a camp director for the second year in a row—the amount of learning and experiences over the last year have made my work this winter more efficient, thoughtful, and intentional. This continues to be a big job, and I am grateful for the support I have received in many forms this winter as I reflect on last summer.

**Summer 2018 Hiring**

This has been an extremely busy winter for hiring at Friends Camp. Recruitment, advertising & interviewing potential staff members has been my primary focus in January. I have been seeking applicants for the positions of head cook, two-session nurse, camp counselors, assistant director, and office manager. With the “retirement” of our long-time assistant director/office manager Jeff, I have decided to take the opportunity to re-think our camp leadership in some ways. I look forward to having a person overseeing the office who is different from an assistant director. This will allow the assistant director to be more active in camp life, which will benefit the camp community in many ways. I have many strong internal applicants for the positions of assistant director and office manager and will hold interviews in late February.

At this time I have hired two nurses (one returning from 2017) who together will cover the four sessions; our returning nurse Abigail will work during the first half of the summer, and a new nurse named Sue will work the second half. A recent, exciting development I am pleased to announce is that I have also hired Susan, a former college professor residing in Maine to be our summer cook! She is looking forward to cooking in an intentional community and to preparing healthy food for our campers and staff.

We have a very strong group of ten returning counselors, as well as our loyal returning maintenance director Jack Belyeu. I have conducted “returning staff interviews” this year, a new initiative that has led to some thoughtful and very helpful conversations with returning staff members. Our excellent cook from the last few summers, Erica Shed, will work as our weekend cook and will provide training to a new cook. We are blessed to have had Jeff Adelberg (former assistant director/ summer office manager) work at Friends Camp for 18 years! Replacing him is a staffing challenge and will require additional attention from me during the spring and summer months.

**Summer 2018 Enrollment & Marketing Updates**

Enrollment for summer 2018 is on track as of the end of January. As was true for summers 2016 and 2017, camp sessions are about 30% full at the end of January. So far, enrollment for our youngest age group (Jones Session, 1 and 2 weeks) is unusually high based on camp’s history. Enrollment for the 4<sup>th</sup> session (Fell, ages 13-17) is unusually low based on previous years.

Marketing efforts for 2018 have included a few specific strategies in addition to the usual website postings, online newsletters, in-person visits, camp fairs, and brochure mailings. New strategies for 2018 have included paid social media ads on Facebook and Instagram, directly marketing to current families to encourage peer referrals, a mailing to Unitarian Universalist churches in New England, and more opportunities to join in parent education events at Friends Schools.

**Development**

The end-of-year appeal letter for Friends Camp went out to over 700 recipients in late November, 2017. Year-end giving exceeded giving when compared with last year, with contributions from individuals and families being around \$13,000. I look forward to continuing our classic campership campaign in May, and I am looking for ways to expand our outreach to camp alumni for fundraising efforts.

The addition of a winter office assistant (20-30 hours per month) has been a great asset in our development efforts this winter, as has the advice and partnering of the camp development sub-committee. Help in the office has saved me significant time preparing hefty mailings. Our office assistant, Maggie, has also put many hours into the establishment of a donor database using the online platform AirTable. We are delighted with how the platform is working so far!

A concern this year is campership funding for a few of our groups: the One Child at a Time campership fund for children who have an incarcerated parent and also the funds we have provided for about 20 campers to come through the Maine Children's Home. We have exhausted available grant funding for One Child at a Time Camperships. I plan to focus this spring on finding potential new grants or increasing fundraising efforts to individuals for One Child at a Time. The Maine Children's Home has encountered some financial difficulty and is able to provide fewer camperships this year (we usually split the cost of a camper attending camp), reducing their scholarships offered for Friends Campers from 28 to 10.

### **Capital Projects**

This has been a busy winter of building at Friends Camp. In November, the Camp Committee approved an ambitious list of capital projects for Fiscal Year 2018 including a new roof on our waterfront cottage, installing insulation & a ceiling in the Big Bird dining hall, drilling a new well at waterfront, renovating our Bird Bath bathhouse to contain two all-gender restrooms, and building a multi-use merchandise storage shed. In November, the roof project at waterfront was completed (under budget), securing the safety of that building throughout the winter.

Our Maintenance Director Jack Belyeu has been working hard to complete this ambitious slate of projects this winter. The insulation (using Roxul) was completed in the dining hall in January, including the installation of a beautiful pine ceiling. In keeping with the Friends Camp and Quakerly tradition of simplicity (sometimes known as thrift), we were able to obtain pine at a discount from a recent warehouse closing. The well project has been somewhat delayed due to high demand for well-drillers, but we hope to finish all projects before Summer 2018.

### **Wider Community Work**

I attended a JYM (elementary-school aged) Quaker retreat in January, and I continue to enjoy opportunities such as this one to connect with Friends Campers year-round. In December, I hosted a cookie-decorating reunion event at the Portland Meeting. It was well-attended, and we donated about 200 festively decorated cookies to Preble Street. We look forward to a Massachusetts-based staff gathering in February as well as our annual Work Weekend in May.

I also continue to enjoy relationships with the wider NEYM staff as well as peer camp directors I have met. I am part of an Outreach Committee of the Maine Summer Camps group, which has been engaged in volunteer work in the Portland area, including a monthly meal shift at Preble Street Resource Center. I am continuing my relationship with The Summer Camp Society this winter and spring, a peer group of camp directors who meet weekly online and once per "semester" for an in-person conference. Upcoming professional development opportunities include a workshop on race & camp hosted by the Maine Summer Camps group and the American Camp Association of New England annual spring conference.

Respectfully submitted,

Anna Hopkins  
Friends Camp Director  
(207) 445-2361  
director@friendscamp.org

## **Summary Report on Callid Keefe-Perry's Service in the Ministry Under the Care of Fresh Pond Monthly Meeting**

April 2, 2017

Friends, attached to this summary report is the unedited version which details all that I've done under your care from January 1, 2015 to January 31, 2017. Given its length my support committee and I have decided it would be in everyone's best interest if I prepared a shorter document for the purposes of reading aloud to the body when the report is given. That being said, I do hope that if you are able you take some time to review it: part of what I have to share is the nature of some of what I'm doing when I'm away from meeting. Having you know more about the particulars of the ministry I carry feel important to me, and so I invite you to review the longer document and feel free to ask any questions — or start any conversation — either now or later. Today, though, I want to share less of the nuts and bolts of my travel and more of my experience carrying it out into the world.

Broadly speaking, there are two ways in which I consistently feel led into service and I'll share a bit about how they both operate in my life. First is my service within The Religious Society of Friends and the other is beyond it in my academic work as a theologian, religious educator, and consultant.

When I consider my work with Friends the image that continues to rise for me as I think about what — and how — to share with you all is that of a large slab of flat stone. In my mind's eye it is polished and stretches far in every direction. It is simple — there are no moving parts per se — but it is not weak, brittle, or thin. In the past two years I've had an increasing sense that the work called from me is similar. It isn't terribly complex at all and I find myself more often than not repeating stories rather than generating content.

For example, during the months of preparation leading up to my travel to Intermountain Yearly Meeting I was clear throughout that I didn't need to do more research, make up some fancy argument, or quote some Early Friend whose wisdom has been mostly lost. At the heart of it, I was being asked to go to New Mexico and talk about my experience among Fresh Pond Friends, how we are with one another, and what I know about the history, struggle, and faithfulness that led to our Minute on the Corporate Support of Individual Ministries. That minute, though it was approved (October 6, 2013) two years before I began to worship here, still seems to have life and power. And that life and power seemed to be mine to carry. And so I did.

Over the course of regular meetings with my support committee and with Kristina Keefe-Perry and Elaine Emily (Strawberry Creek Monthly Meeting, Pacific Yearly Meeting) who accompanied me to IMYM, I continued to feel like my work was simple: take what I knew and what we collectively have discovered and share it. Take truth as it has prospered here and bring a seedling to plant with Friends elsewhere. That meant I not only shared with them as their Yearly Meeting keynote speaker, but co-taught a workshop and shared our Minute as

well as some other resources, none of which I had to conjure up. The power and life was already present and I was simply to share it. It is simple, but I've come to be clear that it isn't *just* simple. It is simple and bound to our shared experience. It has roots that tie it deep into our collective convictions and the history of our tradition. It is simple but not shallow. In traveling I haven't had to "do much work" because I've been able to draw on the depths of what has come before and carry that with me. This was true at IMYM, at the various places where I've taught the practice of the Clearness Committee, and when I've been asked to speak at Yearly Meeting or on the faith of Friends at Cambridge Friends School. I'm grateful for this being true and also aware that not all of my work is like this.

Whereas the service tied directly to Friends has felt simple and powerful, my other work has a more complex quality to it with many more moving parts.

One of the things that I am most grateful to my committee for is their clarity and support that my sense of my career as a leading is such that both my "work life" and "ministry life" are actually part of the same story. I talk about Gospel Order with them and the desire to move towards putting the whole of my days into ever-increasing service. That means we talk about my academic work as well and our time together has been vital to me remaining grounded as so much of academia has qualities to it that could pull me away.

Within the academy broadly there are four general categories of service which call on me: (1) work on the importance of imagination, experience, and embodiment in theological reflection; (2) work on the intersection of faith, youth, and education; (3) work on theologies of trauma and moral injury, and (4) work on the development of new forms of theological education that are more anti-racist, just, and attentive to empowering communities. All of the work I do beyond Friends somehow fits under one or more of these categories. My dissertation — which I have plans to finish by May of 2018 — is all four.

The difference between this work and work within Friends is the fact that I often feel I'm juggling rather than deepening. That is, there's lots of time when I'm needing to read new things, check policy statements, consider my own privilege in my work, check with peers, write, re-write, plan, meet with students, etc.... The list goes on and on. And it is fine that it does: I'm an academic after all and that's what work looks like much of the time. What's important to share though is that even though there's a lot going on I feel like I've been doing a good job at (a) saying "no" to things that don't have any life and (b) to making sure the work I am doing is oriented directly to actual good news for people.

At the end of the day I want to remember — and experience! — the fact that even if it is tiring or trying, stewarding ministry should ultimately be about carrying forth joy and justice into the world. Not every moment of every day reflects this in my life, but I do feel like more and more of my days are being brought under this hope. Our home regularly hosts traveling Friends in hospitality and we try to make our space available for Friends gatherings often as well. At home, at meeting, and when on the road I want people to feel like what I'm doing is

contributing to the building up of that peaceable reign of God that helps us all to live into the resistance of the seeds of war.

On my best days I feel like I do that and that is in no small part because of the friendship, grounding, support, and oversight that Friends here provide. I'm grateful for it and for you. To be seen and, in turn, to be helped to see what it is that God is calling me into is a blessing. It is something I hope that you all get to experience as well.

**Full Report on Callid Keefe-Perry's Service in the Ministry  
Under the Care of Fresh Pond Monthly Meeting**

January 2015 to January 2017

In reporting on my service it seems vital to share both the particulars of the work in which I have been engaged and my general sense of the work to which I am being called. First I'll report on my broad reflections and then briefly list events which I experienced as following from Leadings. I will close with a brief sense of the things that seem to be on the horizon.

**Reflections on Carrying the Ministry**

1. I think the theme that has the most clarity and power for me in the above is the sense of rightness as I both (a) slowed my academic progress down from the spring to the fall of 2016 and (b) gave over greater attention to my *direct service* with Fresh Pond's spiritual growth committee, in adult education among Friends, and in preparation for IMYM. The abiding sense that God is at work with us and that there is energetic ministry emerging at Fresh Pond and beyond is exciting. That I felt clear and faithful in the IMYM work "merely" by sharing my experience is both refreshing and a powerful connection to the kinds of stories that I have heard often but felt rarely: testimony of Truth prospering and being carried forth in the Gospel Ministry. To be part of that unfolding of God is captivating and powerful. I am particularly grateful for the ways in which it feels like I am bringing my "professional" life into an ordering under the ministry more broadly and the ways in which that process is being supported and overseen by my support committee. I find some deep joy in the fact that my desire to arrange the whole of my life (work included) under Gospel Order is met by committee's willingness to consider how this might be done, however slowly it occurs.
2. I love the ways in which I feel of service. A number of folks have shared with me on one occasion or another that my vocal ministry has spoken to them and I just about leap for joy and/or melt with gratitude to God whenever that happens. It really does make my day to hear that I've been of service in a way that's edifying or spiritually nourishing. The same feeling happens when I hear about the way my academic work has touched people too. I sometimes shy away from talking about the joy and power in it lest I come off as pompous, self-pretentious, or some kind of self-styled Quaker elite, but the fact is that I feel like



the best me (with one exception noted in #6 below) when I'm actively engaged in vocal ministry or in teaching.

3. On March 14, 2016 Brian Drayton sent an Epistle "To those who may be drawn in love to travel among Friends." Part of that letter had a visceral impact on me when I first read it and has continued to do so in the weeks since then:

*Your visit makes visible the flow of life throughout the spiritual body, from the divine root through the smallest reaching twigs of the vine. The life circulates in many ways visible and invisible, but "living epistles" are irreplaceable gifts of personality, and when you, the visitor, return home, you bear those Friends and their place away with you, and leave something of yourself among them. Bound in worship, sealed by presence with all its dimensions, both visitor and visited are enlarged.*

When I read Brian's letter it felt like it was a letter to me. In a sense, it was, since it was "To those who may be drawn in love to travel among Friends." More than that though, I felt in it a gentle but firm reminder about the power of ministry. When I later told Brian about that feeling he remarked that it *was* addressed to me. And others as well, but that he was glad it had been received that way: the traveling ministry is important, he said, and if as long as I'm stewarding gifts of ministry I carry some of that responsibility. This is part of an ongoing reflection I have been having about the reality of what will be a decade of travel in the ministry next year. I often feel like I have so much still to learn, and yet, the fact is, that in spite of my own clay-footed-ness, I have been learning and deepening in the Spirit. To my own surprise, I'm now apparently someone that *others* come to for counsel. Ha! In seriousness, though, grappling with what my responsibilities are in regards to my service is something that occupies a fair amount of my reflection time, and, if I'm honest, I'm glad that that is the case. I'm not clear on anything concrete in regards to it, but I do think that it is a good thing to be wrestling with.

4. In the fall of 2016 I was invited by the Legacy Gift, Finance and Ministry & Counsel Committees of NEYM to speak at an event they were all co-hosting in October. I didn't even bring the invitation to my support committee since the invitation was given with such short notice (only 2 weeks in advance) that I reacted without really discerning as such. I think I would like to have it eventually be the case that I've disciplined myself such that even then I have the clarity and presence of mind to turn to my meeting and ask if I'm doing the right thing. Maybe I was *supposed* to accept the invitation even though I didn't feel right about it and might have needed to cancel some other things to make it viable. I'm not thinking here that I necessarily was unfaithful (I certainly don't feel like I was), but more in a general way about how I want to order my life.

5. While I feel very supported by my support committee, I still feel like it is mis-named as such. I have felt more than I have ever felt before that the

committee is providing Oversight and I feel like for the sake of Plain Speech we ought to acknowledge that the “support committees” that oversee public ministries actually have a different task than support committees that provide support for people in need of pastoral care or reflective nourishment. This certainly doesn’t keep me up at night, but I do think about it quite a bit. I think “Oversight,” “Anchor,” or “Care of Ministry,” are better alternatives.

6. I began to rehearse improvised theatre again in June 2016 and it has been good for me in ways that I didn’t even know. The Arts have been such a huge part of my life that having the stage be back in my life, even if only for two hours a week, has been enlivening. Other than the kinds of things I noted in #2 above, being on stage (in rehearsal or in performance) is one of the most captivating activities I have in my life. Kristina recently mentioned to me that she thinks that theatre and comedy is part of my life in ministry, not separate from it, and while at first that struck me as somewhat unusual, I actually think she might be right. More to think on in the very least.

### **Formal Travel and Public Service**

*Note: Not all items listed below are “travel” in the flesh, however, given the advent of internet and publishing technologies, it is often the case that my status as a “Public Friend” is not limited to actual visitation. It seems worth sharing the ways in which I am visible and attempt to be of service to the world beyond Fresh Pond even when not “on the road” as such. Finally, so as to try to minimize space I haven’t included details about most things, but I am entirely willing to answer and questions about any of these items is Friends would like additional information.*

#### Feb. 4 - 5, 2015

Trinity College Clearness Committee Training, Everett, WA.

Companion(s): Erik Samuelson | Task(s): Training for spiritual formation professors.

#### Feb. 19 - 22, 2015

The National Forum for Theological Exploration’s Theologian-in-Residence Regional Discernment Retreat, Los Angeles, CA. Companion(s): Jessica Easter | Task(s): 1 Keynote Talk, 2 Spiritual nurture appointments, Clearness Committee Workshop for young adults

#### March 2 - 6 (CANCELLED)

Earlham School of Religion Friend in Residence

Companion(s): Kenn and Lu Harper | Task(s): 2 classroom lectures, 2 talks, 1 sermon, 1 poetry reading, 2 Opportunities (if requested) | Note: I cancelled this event due to Kristina’s surgery and my desire to be home with her during that time.

March 30, 2015

Twin Cities School of Theology Thesis Defense

Companion(s): N/A | Task(s): Was invited as thesis defense member for student writing on topics pertaining to my book, *Way to Water*.

April 4, 2015

New England Yearly Meeting Religious Education Meeting in Dover, NH

Companion(s): Kristin Keefe-Perry | Task(s): Presentation on the purpose of Adult Religious Education

April 16 - 19, 2015

The National Forum for Theological Exploration's Theologian-in-Residence

Regional Discernment Retreat. Asheville, NC. Companion(s): Jocelyn Sideco | Task(s): 1 Keynote Talk, 2 Spiritual nurture appointments, Clearness Committee Workshops for young adults

May 30 - June 1, 2015

Convergence Network Consultation on the Future of Theological Education, Chicago, IL.

Companion(s): N/A | Task(s): Researched, wrote, and delivered a paper on the leadership needs for future iterations of theological education. Began development of possible prototypes.

June 3 - 7, 2015

Seizing an Alternative: Towards an Ecological Civilization in Claremont, CA.

Companion(s): N/A | Task(s): Paper and panel talk about spirituality and educational practices

August 2, 2015

New England Yearly Meeting Annual Sessions

Companion(s): Beckey Phipps | Task(s): Panelist about Covenant Community

August 14 - 16, 2015

Earlham School of Religion Leadership Conference, Richmond, IN.

Companion(s): John and Elizabeth Edminster | Task(s): Panelist for discussion about the "future of Quakerism," 2 Opportunities.

August 27-30, 2015

Trinity College Training in Everett, WA.

Companion(s): Jocelyn Sideco | Task(s): Anti-racism and implicit bias consultation in spiritual formation and student support situations.

Oct. 13-15, 2015

Convergence Network Consultation on the Future of Theological Education,

Chicago, CA. Companion(s): Jocelyn Sideco and Patrick Reyes | Task(s): Dialogue facilitators

November Nov 4-6, 2015

Religious Education Association Annual Meeting, Atlanta, GA. Companion(s): None | Task(s): I presented three papers all co-written. One on theopoetics and theological education done with Patrick Reyes, one on trauma and adult religious education with Zachary Moon, and one on the role of the imagination in the Clearness Committee with Dori Baker.

March 17-19, 2016

Theopoetics Conference, Boston, MA.

Companion(s): N/A, though Kristina Keefe-Perry was present | Task(s): Event co-founder and organizer

June 5, 2016

Meeting and Ministry Gathering, Arlington, MA.

Companion(s): Kristina Keefe-Perry | Task(s): Host dialogue around authority, discipline, and joy in ministry

June 7 - 12, 2016

Intermountain Yearly Meeting, Ghost Ranch, NM.

Companion(s): Kristina Keefe-Perry and Elaine Emily | Task(s): Keynote talk, 9 Opportunities, 1 workshop.

August 13, 2016

Power of Words Conference, Saco, ME.

Companion(s): Kristina Keefe-Perry | Task(s): Keynote talk about spirituality, creativity, and educational practices.

September 8, 2016

Quakerism and Friends Schools: What does it Mean to Send Your Kids?.

Cambridge, MA. Companion(s): Kristina Keefe-Perry | Task(s): Kristina and I developed the evening program for new parents to Cambridge Friends School, talking about Quakerism.

October 3 -6, 2016

12th International Nuremberg Forum, Nuremberg, Germany. Companion(s): None | Task(s): I was there for a Public Theology conference and was a speaker on the topic of Moral Injury and Public Education.

November Nov 4-6, 2016

Religious Education Association Annual Meeting, Pittsburg, PA. Companion(s): None | Task(s): I presented another version of the paper on Moral Injury and Public Education and co-chaired the meeting of the Religion and Education Working Group.

January 11, 2017

Exploring the Role of Friends Education in our Current Political Moment.

Cambridge, MA. Companion(s): Kristina Keefe-Perry | Task(s): Panelist

## **Publications**

“Humility: Empirical Psychological Research in Dialogue with Practical Theology”

*International Journal of Practical Theology*

“Clearness Committees Revisited: Young Adults and Contemplative Discernment”

Chapter in *The Prophetic Voice and Making Peace*

“Formation and Risk in Quaker Meetings”

*Spark*, New York Yearly Meeting

“Imagining in Fractures: Adult Christian Education with Trauma in View”

*Religious Education Association Annual Meeting Proceedings 2015*

“Called into Crucible: Vocation and Moral Injury in Public School Teachers”

*Religious Education Association Annual Meeting Proceedings 2016*

“Flesh to Mind and Whetstone to Thought: Theopoetics, Embodiment and White Supremacy.” *CrossCurrents*

“On Why I Still Use the Phrase ‘Kingdom of God’”

*QuakerSpeak*

“Why Quaker Worship Shouldn't Be Limited to Sunday Morning”

*QuakerSpeak*

## **Informal Service**

In addition to the above formal items there have been times in which unplanned events have seemed to me to appropriate to respond to in a way that was ministerial and felt faithful. These items are listed below.

- I have spoken in vocal ministry 32 times during this period. 5 of these times were in sessions at NEYM and 9 of these times were in worship in a setting outside of Fresh Pond.
- Along with Kristina Keefe-Perry and Honor Woodrow, I hosted Susan Wilson, Lloyd Lee Wilson, and Brian Drayton as they travelled in Gospel Ministry during April, 2016.
- I drafted a substantive letter to the NEYM Clerks of Ministry and Council, Permanent Board, and the Legacy Gift Fund in regards to a sense of emerging ministry that I felt during summer sessions in 2016

- I have twice been unexpectedly asked and agreed to be a pastoral caregiver for a notable length of time. Once during an event I was running and once as a direct request that arrived unexpectedly.

## **The Road Ahead**

1. One of the perennial questions that continues to be live for me has to do with questions regarding the issue of race and racism within our country, The Religious Society of Friends in general and in Fresh Pond in particular. I often feel somewhat torn when I am in conversations with people from other traditions who ask at some point about the diversity of my congregation. I am honest and I always feel a pang of conviction regarding the ways we have either failed to reach out to our broader community or have reached out and failed to engage people in meaning ways such that we feel like a welcoming place. Mary Hopkins and I have been in some initial conversations about the possibility that there may be some way to support Sanctuary Churches in the Boston area in the event that the new Presidential era involves attempts at large-scale deportation. Perhaps this might be a part of being a clearer congregational presence.
2. Independent of one another, three of my closest colleagues have mentioned to me that the work that I do around trauma, theology, and congregations is important and that I should be doing more to help educate folks. One, who is a UCC pastor, has requested that her Bishop bring me in to do a training for pastors about trauma and adult religious education. Somehow the present political moment makes these issues all the more important and I need to acknowledge that though my dissertation itself isn't on trauma I still have done quite a bit of work in that area and don't want to allow it to disappear even as I want to make sure I'm finishing my degree.
3. I continue to develop connections and projects in my role as the Executive Chairperson at The Association for Theopoetics Research and Exploration. There are a number of potential partnerships that might emerge, which I devote energy and time to even though I am not sure if they will come to fruition. I am fairly well accompanied in this work by ATRE's Steering Committee, especially Lakisha Lockhart and Patrick Reyes. In the months ahead we will be pursuing partnership with General Theological Seminary in New York City, where we might assist in program design and adjunct faculty work, and with The Sanctuaries in Washington D.C. where we would be helping with curriculum development for their Artists-as-Activists "Collective" training programming, working to deepen the spiritual formation components of that offering.
4. I still feel as though the work that was prepared at IMYM has life and will eventually be developed into something to offer to Friends closer to home than New Mexico. It seems to have ties to both all the points below.

5. Kristina and I have been asked by Ministry and Council of New York Yearly Meeting if we would host a weekend retreat workshop at Powell House for Friends stewarding emerging gifts of ministry. That weekend is February 10-12 and the description is as follows.

Being of Service: Exploring Public Ministry in our Meetings

Some Meetings struggle to name the spiritual gifts that their members are carrying. Others have lots of members in ministry but wonder what they can provide in terms of support, development/nourishment, and accountability. Others still wonder exactly what it is that ministry is and whether or not they're "the kind of meeting" that does it. In all of these cases, if you are a person that feels called into service, you might not quite know what your role is, how to get the connection and support you need, or what the relationship is supposed to be between your personal sense of leading and your community's oversight of it. If any of these things seem familiar, this is a weekend for you!

During our time together we'll talk about the life-cycle of service and the kinds of things that are most useful when people are just starting out compared to when they've been in the work for a while. Discussion topics will include different models of service (not just vocal ministry), strategies for seeking support, and the role of communal accountability for individuals in public ministry. Time will also be given to talking about what we think ministry actually is and to making sure that we all have time to share our challenges, joys, stories, and wisdom.

6. Kristina and I have received a grant from the Legacy Funds of NEYM. Our project description is as follows:

Historically, Friends in ministry often kept a journal during their travels, with a tradition of passing it along to others down the line. While that still happens occasionally, keeping a journal and handing it on has largely fallen out of fashion. Consequently, it seems to us that there are probably many insights, openings, encouragement, and wise reflections that are being lost to time without being recorded somewhere to be passed on. We're hoping that this project can serve to do some of that recording, and we mean that literally: with a microphone and in person.

"On Carrying a Concern" (OCAC) is an interview-based audio podcast with Kristina and Callid Keefe-Perry talking to Friends about their experience of being Led into work that they pursue with passion and a sense of calling. Episodes would be made available for free online beginning late summer 2017 and would begin with the stories of Friends in NEYM. Archiving some of the narratives of

Friends' spiritual growth and struggle in the course of service is a goal for OCAC. Equally important, though, our hope is to do this in a way that makes these stories more accessible — both in terms of technology and Quaker-ese jargon — to people within and beyond the Religious Society of Friends.

While we are both very excited about the ways in which this project intersects with our own gifts, talents, and interests, we are also compelled by our sense that this Leading has risen up in us at a time when it might also be perfectly yoked to the work of NEYM more broadly. Exciting times!

7. Kristina, Honor Woodrow, and I became clear in the Fall of 2016 to accept the responsibility to convene meetings of those called to ministry for Salem Quarter. We look forward with excitement to the ways in which that will be enriching, and our first gathering was January 28. 12 were in attendance. We hope to host an event like this quarterly. The description was as follows.

#### Convocations - A Gathering For Friends Feeling Called to Ministry

We want to invite you to an opportunity to share fellowship, worship, and a simple meal with Friends in Salem Quarter who also feel Spirit calling them into a deeper life of faith and service. You're invited if you've been in seasoned service for decades or if you're just now wondering if maybe you're feeling led. You are welcome if your calling is to travel in public ministry or to tend to and deepen the life of your meeting. This time is for the mutual encouragement of any Friends who carry a sense of calling and vocation with them: a con-vocation.

We plan to spend the morning in discussion arising out of worship. Queries will be offered to guide our time together and may include:

- Where do you feel God moving in your life these days?
- What questions, doubts, or hopes are you carrying?
- How have you been led into ministry?

After our morning as a group we will share a light lunch. Bread and vegetarian soup will be provided. Following lunch will be opportunities to connect in smaller groups as led, growing out of the morning experience.



## **Summary Report on Kristina Keefe-Perry's Service in the Ministry Under the Care of Fresh Pond Monthly Meeting**

This is a summary report extracted from the extended report which details most of what I've done under your care for the past year. However, I do hope that as you are able, you might take time to read the entire report. When I travel, I carry this Meeting with me and often refer to Fresh Pond as the body that holds me accountable. I would like you to have a sense of what I am up to - so that you might feel invited to ask questions, probe, and voice concerns. In essence: I would like you to feel like you can actually hold me accountable!

In looking back over the last year, I can group the ways that I am in service in two big buckets: The first is service among and with the Religious Society of Friends. The second is service that is ecumenical - most often with the American Baptist Churches in Massachusetts. Half of my time I travel among Friends as a companion to traveling ministers - serving the function of elder, as a co-minister leading retreats, or as a pastoral minister designing and leading programmed worship. Even as I carry a strong concern for our right relationship with Earth and for ecological sustainability, my work among Friends is more focussed on nurturing worship and ministry, and religious education about our traditions and history in ways that strengthen our worship, ministry, and faithful listening. The other half of my work among Friends is in worship leadership and am yet wrestling with what that means in a Quarter that does not have a Friends' Church. So far, it is expressing itself in occasional dinner-worship experiments, of which there have been three. I am excited that an application that I wrote to the Lyman Fund was granted to support this experimental work. I find that worship planning is another facet of nurturing worship and ministry: creating a strong container to focus our listening together in expectant waiting. I believe it may be more approachable for newcomers, and I'm also all about evangelism (in the best sense of that word).

In my work for The American Baptist Churches of Massachusetts I travel to different churches preaching, teaching, networking, encouraging, and exhorting for the cause of creation justice and climate justice - and how we, as people of faith, might approach our responsibility to this sacred body: Earth. To that end I have been deepening my training in grief ritual and am getting ready to create rituals of lamentation, something I think we do not frequently enough. I can see that there might be ways that this work, and the grief rituals, are already becoming part of my work among Friends.

A significant gift in my work among Baptists is that it is continually convincing to me of my home in the RSOF. I am deeply grateful for and rooted in this branch of the Christian stream. I yearn for ways that we might be bringing our Light into communities by making ourselves more accessible and more engaged in world-repair, and I hope that the experiments in semi-programmed worship can move towards this. I have incredible gratitude for Fresh Pond and the ways in which we faithfully hold each other as we ask ever deeper questions.

## **Narrative Account of Travel and Work Under the Care of Fresh Pond Meeting**

My original Minute of Travel was approved on March 3, 2016, in Meeting for Worship for Business.

### **Service in the Religious Society of Friends:**

My work in the RSOF falls into a few categories:

- travel in the Ministry as a traveling companion or elder,
- travel in the ministry as a co-minister or workshop leader,
- pastoral work (preaching, pastoral care, organizing programmed worship),
- and teaching *about* the RSOF to non-Friends.

The biggest piece of work as a traveling companion was accompanying Callid, along with Elaine Emily of Strawberry Creek Monthly Meeting, to IMYM last summer. The preparation for that work happened over the course of months; was regular and thoughtful. I think that because of that thorough preparation - the travel continues to bear fruit. Specifically, the preparation - with much input from Fresh Pond Friends - was the foundation for a workshop that Callid and I co-led at Powell House this last February on *Nurturing Ministry and Gifts In Our Meetings*, for the NYYM Spiritual Nurture Working Group. And, in many ways, the work we are currently doing on the Legacy Grant funded project *On Carrying a Concern*, grows out of that same preparation and concern for how we steward ministry among Friends. I also see this work as informing the regular gathering, *Convocations*, that Callid Keefe-Perry, Honor Woodrow, and I steward, together. This gathering is an occasional gathering for Friends called into service, to come together to share experiences and find mutual support. In December we will lead a weekend at the Nurturing Faith and Faithfulness gathering at Woolman Hill.

### **Travel in Ministry as Minister**

Different is the service that I do in programmed / pastoral ministry among Friends. This work grows out of my strong resonance with programmed worship and belief that it is a form that has power and value. In addition to leading early morning worship at NEYM sessions three years in a row, I traveled, last summer, to NYYM to lead worship at Farmington Friends Church and Poplar Ridge Friends Meeting. I am increasingly convinced that there is a place for a regular semi-programmed worship in the Boston Area. To that end, I have engaged in three worship “experiments” with Jonathan Vogel Borne. The first semi-programmed experiment was well attended, with almost 40 people in worship at FMC. The second Meeting was held at First Baptist Church in Newton and though there were fewer people (32) the worship was very deep and Friends found me afterwards to share that it was, “just what they needed.” The third worship was held at Old West Church in Boston - and in collaboration with that congregation (UMC). It featured Alfredo Garcia, bringing as a message his story of life as

an undocumented immigrant and intersections with faith. After this third experiment, I will re-assess the direction with the input of a larger group of people who share this concern. I am very grateful to have received a Lyman Fund Grant to support this work. My committee and others have suggested that I gather a group dedicated to the support of this particular leading. I'm a bit at a crossroads, wary of asking for too much and knowing that faithful discernment of the Spirit requires more than just me in the mix.

The final area is teaching about the RSOF to non-Friends. This is mostly happening in the context of Cambridge Friends School. In September Callid and I led a workshop on Quakerism 101: "So you're sending your child to a Quaker school ...What does that mean?" for parents and faculty. This will be repeated this September (next week). In May Callid and I led a more in-depth workshop as a faculty in-service. I worked with the Quaker Life and Education Committee of the school (faculty) and the Head of Development to write a grant to the Moses Brown Fund to support a year of Quaker Education for Parents, Faculty, and Community. It was not funded - as the grantor felt like that should be "normal operations" for a Friends School. I also co-wrote a grant to a BYM fund for Quaker education to bring Peter and Annie Blood-Patterson to CFS, but it was not funded, as out-of-scope. This work is close to the work of semi-programmed worship in that it is about a kind of outreach and hospitality. I am eager to communicate the unique Life and Power uncovered by early Friends and stewarded in our Faith and Practice. We'll see if I can write additional grants and then where this goes.

The second "bucket" of my work is with the American Baptist Churches in Massachusetts, where I serve the Region as the Coordinator of Creation Care Ministries. This work is about doing outreach, education, teaching, preaching, and exhorting among this body about Creation Justice and Climate Change. Until March, 2017 I was also the Minister for Earth Community at an American Baptist Church in Natick - *Common Street Spiritual Center*. As such I was responsible for leading worship once / month and for leading the Earth Celebrations: the solstices and equinoxes. In addition I collaborated with local environmental organizations to get folks out of church walls and into the field - doing service or cultivating awe. In February I was invited to be the Worship Designer for the "Liturgy Learning Lab" at *The Episcopal Divinity School*. I designed a worship of Lament for the Earth: weaving together wisdom from the Book of Jeremiah, in the Hebrew Scripture, weaving in experiences of the Work that Reconnects (Joanna Macy). I was grateful for that opportunity, and to Kathleen M and Bev W. for coming out to support me. In the spring, I was part of shaping an interfaith service at Arlington Street Church, UUA, before the Climate March in Boston. I also have led worship at individual Baptist Churches in Somerville, West Acton, Jamaica Plain and in the next few weeks: Arlington, Northboro, and Chelmsford. I am part of a planning team for an ecumenical retreat at Rolling Ridge - in November.

During my time at Common Street Spiritual Center I served a kind of "associate Pastoral" role as the Minister for Earth Community. Not only did I lead the Earth Celebrations (Solstices / Equinoxes), I led worship monthly and grew close to that community - doing pastoral care visits and learning about members' lives. I spent the last five months of my time there trying to

advocate on behalf of a member who had suffered an abuse of power. It was a painful time of trying to cut through denial and institutional inertia. Ultimately, I had to separate from the Church to remain in integrity. There is loss and sadness in this. And I also believe that closing this chapter provides an opportunity for way to open for something new. I am attaching a letter of endorsement from a member the Church Council to illustrate my role.

Wherever I travel in ecumenical circles I clearly communicate that my ministry and service are grounded in my community in the Religious Society of Friends. I have asked folks to endorse my travel minute: clergy and laypersons alike. I often weave Quaker theology and stories into my preaching, and bring greetings from New England Yearly Meeting of Friends. One challenge is that in order to be recognized, effective, and monetarily compensated among American Baptists (and otherwise ecumenically) it would be of use for me to receive “Standing.” This is a process that requires my taking courses in polity and ethics, and then going before a Board of Ministry to demonstrate to that my gifts are acknowledged in my home community. Standing might only be possible if my gifts of ministry are formally recorded in my home denomination. As I navigate this process I wonder if a *Minute of Travel* is sufficient for this task -- and also know that bringing up the issue of Recording Ministry pushes all kinds of buttons. I am opening my file this fall and will see what the Committee on Standing has to say.

A significant gift in my work among Baptists is that it is continually convincing to me of my home in the RSOF. I am deeply grateful for and rooted in this unique branch of the Christian stream. I think that there are ways we could be bringing our Light into communities by making ourselves more accessible and more engaged in world-repair (aka: missional). To that end I am hoping that this experiment in semi-programmed worship will perhaps be the catalyst for a Body of Friends who gather regularly in a non-Meeting Space and engage in regular service in community. That’s my vision right now, we’ll see where the winds of the Spirit blow. I have incredible gratitude for Fresh Pond and the ways in which we faithfully hold each other and ask ever deeper questions.

**Detailed Listing Account of Kristina Keefe-Perry's Service in the Ministry  
Under the Care of Fresh Pond Monthly Meeting  
March 2016 to April 2017**

**Formal Travel and Public Service**

**Regular Events:**

**Monthly Small Group in the Work that Reconnects: Common Street Spiritual Center, Natick, MA** Co-facilitated small groups using the Work that Reconnects practice developed by Joanna Macy and Molly Brown. This monthly practice group had from 3 - 8 participants.

**Belief: A Community Conversation at Common Street Spiritual Center, Natick**  
Co-facilitated watch / discussion event of the series Belief - an exploration of interfaith and no faith. With Betsy Johnson, Ian Mevorach, and Anne LaFleur  
Monthly viewing of the seven-part documentary series produced by Oprah Winfrey. Facilitated small-group / breakout discussion, led wrap-up / report back portion of the evening.

**Worship Leadership: Sunday Circle at Common Street Spiritual Center, Natick, MA**

Regular Celebration of God's work in the world and our lives. Included planning an invocation, music, message, and benediction.

**One Earth Collaborative- Advisory Board Member**

One Earth Collaborative is an interfaith initiative at Open Spirit Center (in Framingham) dedicated to transforming consciousness and culture by "acknowledging and strengthening our spiritual connection to the Universe and all it contains and allowing that connection to move us to action and to meaningful changes in our lives and in our communities." It was founded by Rabbi Katy Allen. I have served as a founding Advisory Board member for more than a year.

**Women's Interfaith Grief Ritual Group**

This group meets monthly in Jamaica Plain, MA to explore grief, lament, and cross-cultural ritual in hopes of uncovering a "grief practice" to help ourselves and others cultivate a bold relationship with grief in order that we might experience life and joy more fully. After a time of this closed group there is thought about taking it as workshop into community.

**Events of Service since March 2016:**

March 20, 2016

Spring Equinox Celebration: Sunday Worship at CSSC, Natick

Design Liturgy (all spoken parts, music choices, ritual) for Sunday worship on theme of Spring Equinox.

March 25, 2016

Good Friday / Tenebrae Service, CSSC Natick, MA

Reader in Traditional Good Friday Service for Easter.

April 6, 2016

Climate Change and Sharing our Stories. Old West Church, Boston, MA

Provided Food and spiritual support for this event hosted by Cooperative Metropolitan Ministries, a Boston Interfaith organization.

April 15-16, 2016

Pastor's Gathering, Powell House

June 5, 2016

Meeting and Ministry Gathering, In our home, Arlington, MA.

Companion to Callid Keefe-Perry | Task(s): Host dialogue around authority, discipline, and joy in ministry, in preparation for IMYM

May 23-25, 2016

Sacred Texts in Contexts: Nazareth College, Rochester, NY

International conference with papers on environmental perspectives from Judaism, Christianity, Islam, Hinduism, Buddhism and even Jainism.

Facilitate workshop / presentation

June 5 - 12, 2016

Intermountain Yearly Meeting, Ghost Ranch, NM.

Companion to : Callid Keefe-Perry with Elaine Emily | Task(s): Keynote talk, 9 Opportunities, 1 workshop. Elaine and I arrived two days prior to Callid so that we could get to know Friends and learn some about their condition.

July 10, 2016

Bring Message to Farmington Friends Church, NYYM

July 17, 2016

Bring Message to Poplar Ridge Friends Meeting, NYYM

Tuesday August 9, 2016

Lead Early Morning Programmed Worship: NEYM, Castleton, VT

Led early morning "Matins" adapted for Quakers.

Wednesday August 10, 2017

Prayer of Invocation at the beginning of NEYM business meeting session.

August 13, 2016

Power of Words Conference, Saco, ME.

Companion to: Callid Keefe-Perry | Task(s): Hold Callid faithful for keynote talk about spirituality, creativity, and educational practices.

August 14-15, 2016

Christian Youth Conference, Old Orchard Park, ME (Oceanwood Camp and Baptist Temple)

Companion: Callid Keefe Perry | Task(s): Visiting Minister for Earth Community at the Christian Youth Conference (2-week Baptist Gathering at a camp in Maine). Also led Vespers Service on Monday night (the 15th) at Cape Elizabeth, ME.

August 22 - 26, 2016

Vacation Bible School: Deep and Wide, First Baptist Church, Needham, MA

Tasks: collaborate with Pastor Daryn Stylianopoulos to add curriculum of "Ocean Ecology and Faith" to week-long Vacation Bible School for students ages 3 - 12 in Needham, MA. Taught three sessions on Ocean Ecology and God's call for us as stewards of creation.

September 8, 2016

Quakerism and Friends Schools: What does it Mean to Send Your Kids?. Cambridge, MA.

Companion(s): Callid Keefe-Perry | Task(s): Callid and I developed the evening program for new parents to Cambridge Friends School, talking about Quakerism

September 22, 2016

Coordinate Farm to Table Dinner Church Service, Natick, MA

For inaugural board meeting of National American Baptist Eco-Justice Network, I organized a Farm to Table dinner church, connected with local farms, organized food preparation, and coordinated with Rev. Sarah Buteaux, who led worship. I also served as Cantor for that worship service.

November 5, 2016

Living Faith Gathering Portland Friends School, ME

Companion: Honor Woodrow | Task(s): Organized and led programmed intergenerational worship at the first Living Faith Gathering. Worship was centered on children's' activity rather than adult activity with children as an add-on.

November 13, 2016

Semi Programmed Worship Experiment, Friends Meeting at Cambridge, MA

Organized with Jonathan Vogel-Born. Beckey Phipps brought the message.

Tasks: coordinate and promote event, make soup, provide welcome and benediction.

December 18, 2016

Winter Solstice Service, Common Street Spiritual Center, Natick, MA

January 11, 2017

Exploring the Role of Friends Education in our Current Political Moment. Cambridge, MA.

Companion(s): Callid Keefe-Perry | Task(s): Panelist

January 21, 2017

Co-coordinate Interfaith Breakfast before Women's March

Old West Church, Boston, MA

January 22, 2017

Participation in Installation service for Daryn Stylianopoulos, First Baptist Needham.

Represent TABCOM and bring greetings and blessings from the RSOF

January 28, 2017

*Convocations* Gathering, Arlington, MA

A gathering for those called into ministry

January 29, 2017

Preach at West Acton Baptist Church, West Acton.

Theme: the Garden (Parable of the Sower).

February 17, 2017

Semi Programmed Worship Experiment at First Baptist Newton

Theme: To Love the Questions Themselves.

Co-coordinate and promote event. I "choreographed" a highly participatory message which involved many Friends reading quotations interspersed with silent waiting. I also made soup and brought all the dishes.

March 19, 2017

Climate Justice Presentation, Adult Education Forum, First Baptist Church Worcester

March 23, 2017

Liturgy Learning Lab: Standing on Holy Ground.

Asked, by Lifelong Learning at EDS, to design their fifth Liturgy Learning Lab! We gathered to open our hearts to the joy and pain of living in this Earth time.

March 26, 2017

Preach at Community Baptist Church, Somerville, MA

Second Sunday in Lent service: on Re-Turning. A sermon on Mark 1:9-15

April 22, 2017

Collaborate on MAICCA service for climate action

Lead American Baptist Contingent at Boston Climate March



May, 2017

Begin interviews for *On Carrying a Concern*

May 22, 2017

Preach at First Baptist Church, Jamaica Plain

The Parable of the Prodigal Son: High Fructose Corn Syrup and God's Extravagant Love (the food system and our connection to food justice).

July 7, 2017

Semi Programmed Worship Experiment at Old West Church

Theme: Immigration and our Faithful Support

I met with and engaged Alfredo Garcia, who brought a message. I worked with pastor Sara Garrard, of Old West Church - who hosted us for the evening. In addition I made food, brought supplies and did set up / clean up and introductions for the evening. There were 25 people in attendance including some non-Friends.

August 8, 2017

Lead Semi-Programmed Worship at NEYM

A message on the Parable of the Good Samaritan and what the Samaritan might do when encountering the systems and structures of the Powers. (Several Friends were quite moved by this worship)

Convener of an Anchor Group on Quaker Parenting at NEYM

Host of a daily Anchor Group at NEYM Sessions with a focus on parenting and faith.

Publications:

Quakerspeak: [Why I am Not a Pacifist](https://www.youtube.com/watch?v=x1Pv54qQoB8) (<https://www.youtube.com/watch?v=x1Pv54qQoB8>)

[OCAC First Episode](https://www.ocacshow.org/episodes/2017/2/27/episode-01-introduction)

(<https://www.ocacshow.org/episodes/2017/2/27/episode-01-introduction>)

April 2, 2017

[OCAC Live Q&A](https://www.ocacshow.org/episodes/2017/4/23/episode-02-first-qa)

(<https://www.ocacshow.org/episodes/2017/4/23/episode-02-first-qa>)

Informal Service

In addition to the above formal items there have been times in which unplanned events have seemed to me to appropriate to respond to in a way that was ministerial and felt faithful. These items are listed below.

Along with Callid Keefe-Perry and Honor Woodrow, I hosted Susan Wilson, Lloyd Lee Wilson, and Brian Drayton as they travelled in Gospel Ministry during April, 2016

Host FPMM Potlucks / Film viewings of Race: Power of an Illusion